

ADJUSTMENT OF COMPENSATION AND GRADES OF
POSTAL EMPLOYEES

AUGUST 22 (legislative day, August 1), 1951.—Ordered to be printed

Mr. JOHNSTON of South Carolina, from the Committee on Post Office and Civil Service, submitted the following

REPORT

[To accompany S. 355]

The Committee on Post Office and Civil Service, to whom was referred the bill (S. 355) to amend the act of July 6, 1945, as amended, so as to reduce the number of grades for the various positions under such act, and for other purposes, having considered the same, report favorably thereon, with amendments, and recommend that the bill, as amended, do pass.

AMENDMENT

The committee amendment strikes out all of the bill after the enactment clause and substitutes therefor a new bill which appears in the reported bill in italic type.

The bill as amended is designed to accomplish the following:

(a) Adjust the classification and salaries of postmasters and supervisors of the postal service by substituting the compensation schedules set forth in S. 376, with necessary modifications;

(b) Eliminate the two lowest grades in the automatic grades of postal employees in the field service and renumber remaining grades from 1 up; and provide that those employees in the automatic grades who entered the field service on and after July 1, 1945, and who have not had their pay grades advanced at least two grades by this elimination of the two lowest grades, or by the operation of sections 1 and 2 of Public Law 317, Seventy-ninth Congress, as amended, Public Law 577, Seventy-ninth Congress, or section 2 (a), (b), (c), and (d) of Public Law 428, Eighty-first Congress, shall be advanced two pay grades, or the difference between the advancement attained under the afore-mentioned legislation and two pay grades;

(c) Increase the compensation of postmasters, supervisors, and employees of the field service, after the adjustments described in (a)

and (b), by 8.8 percent, but limit the increase by reason of such adjustments and percent increase so that the salary of any position in the field service shall not be increased more than \$800 over the present salary of such position, except that to maintain the necessary spread between employees in the postmaster-supervisory grades the aggregate adjustment may be less than \$800 increase over the present salary. No employee, however, shall suffer a reduction in salary by reason of the committee amendment.

GENERAL STATEMENT

There are approximately 500,000 employees in the field service of the Post Office Department who are affected by the committee amendment. The field service of the Post Office Department comprises those employees, including postmasters, who constitute the personnel of more than 40,000 post offices of the United States. It does not include the personnel in the headquarters of the Post Office Department in Washington, which personnel, if classified, are under the Classification Act of 1949, and whose compensation will be adjusted under S. 622 which this committee has reported to the Senate (Rept. No. 560).

Since the committee amendment deals with postal employees in the automatic grades, with postmasters and supervisors, and with an over-all percentage increase in salary with a limitation of \$800 increase over present salary, this report will treat each of these three in separate sections.

ELIMINATION AND ADJUSTMENT OF AUTOMATIC GRADES

There has been no change in the number of automatic grades in the field postal service since the enactment of Public Law 134 of the Seventy-ninth Congress, although subsequent legislation has increased compensation for each grade and Public Law 428, Eighty-first Congress, virtually eliminated grades 1 and 2, except for special purposes. The bill reported will amend the present law by a complete elimination of present grades 1 and 2 and renumbering the remaining grades from 1 up. The effect will be that new employees, whether substitutes or temporary substitutes, will enter under the present pay scale of grade 3 and those who are presently in grades 1 and 2 will be placed in the new grade 1 which is the present grade 3. Also those who entered the service on or after July 1, 1945, will be advanced two grades unless they have received such advancement by reason of the public laws set forth in the above paragraph entitled "Amendment."

Section 23 of Public Law 134 (79th Cong., 59 Stat. 460), provided, in substance, that employees in the field service on the effective date of such law would be placed in a grade equal to the salary they were then receiving, plus 20 percent or \$400. This was, in effect, a 3- or 4-grade advancement.

Since July 1, 1945, many postal employees in the lower grades have been paid an amount considerably below the pay of those who are doing comparable work and who may have entered the service only a short time before those placed on the rolls subsequent to June 30, 1945. To illustrate, a person who entered the service on June 30, 1945, and entered in grade 1 would today have advanced to grade 11.

A person who entered the following day, July 1, 1945, would today be in grade 7 but, because of section 23 of Public Law 134, the former would be receiving an amount not in excess of \$400 more than the latter. Both would be doing the same work and there would be only 1 day's difference in their period of employment. While an elimination of two or more lower grades will be helpful in increasing the entering wage for postal employees and should serve to be more attractive to those who contemplate making the postal service a career, such an elimination will not solve the problem of those postal employees who entered the service on or after July 1, 1945, unless they have received promotions (other than automatic promotions) under legislation subsequent to July 1, 1945. An examination of the question reveals that a large number of such employees have not been so promoted and are today suffering a great injustice by reason of not having been the beneficiaries of legislation to remove this inequity. The committee amendment will, to the extent of a two-grade promotion, remove this inequity. In this connection it should be borne in mind that a two-grade promotion at time of enactment of Public Law 134, and the subsequent acts referred to above, was equivalent to a \$200 per annum advance in pay. As will be shown in the tables appearing in the committee amendment a two-grade advancement under the reported bill is in a larger amount. Since the four-grade promotion in Public Law 134 applied to all employees who were in the automatic grades as of June 30, 1945, those who entered the service on June 30, 1945, or prior thereto, suffer no injustice since they have already advanced to the highest grade (present grade 11, new grade 9) in the case of a majority of postal employees.

It was brought to the attention of the committee that the operation of the 1- or 2-grade advancement provisions contained in section 4 (a) of the committee amendment would advance some special-delivery messengers to a grade higher than other messengers with less service. Prior to Public Law 134, special-delivery messengers were not in the automatic grades. In placing them into automatic grades in Public Law 134, they were treated separately and not under the general-adjustment formula described above. Messengers with 1 to 2 years' service, along with messengers with less than 1 year's service, were placed in grade 1. The committee was informed that these messengers who on the effective date of Public Law 134 (July 1, 1945) had more than 1 but less than 2 years' service would be placed in grade under messengers with less service by reason of the operation of section 4 (a). To remedy this situation the committee has included, in section 4 (b), a 1-grade advancement for this group of special-delivery messengers.

Prior to the enactment of Public Law 134, Seventy-ninth Congress, clerks at division headquarters of the inspection service had salary ratings \$350 higher than clerks in post offices, and principal review clerks had the same salary rate as foremen. Public Law 134, effective July 1, 1945, rated such clerks the same as post-office clerks, with principal review clerks \$300 higher but \$200 less than foremen. The committee feels that the differential existing prior to enactment of Public Law 134 rather than the differential set up under Public Law 134 is preferable in view of the more difficult and exacting nature of the duties of such personnel in the post-office inspection service. This was further complicated as to those in the higher grades of such service by reason of the fact that the elimination of two grades under S. 355

left only two grades as to principal review clerks with top salary of \$4,319 and only 7 grades as to clerks in the inspection service instead of nine grades as to post-office clerks and carriers, with the top pay of clerks in the inspection service the same as grade 9 of post-office clerks, \$3,993. The committee has corrected this inequity by adding two additional grades, numbered 3 and 4, for principal review clerks at salaries of \$4,428 and \$4,538, respectively; and by adding two additional grades for clerks in the inspection service, numbered 8 and 9, with salaries of \$4,102 and \$4,211, respectively.

The committee felt that, since several positions in the automatic grades had been reclassified, consideration should be given to the reclassification of the position of general mechanic in the custodial service. At the present time general mechanics in this service receive \$100 more than skilled helpers, and \$500 less than skilled mechanics. Many of these general mechanics work in buildings where there are no skilled mechanics, and are required to have a working knowledge of many of the skilled trades in order to properly maintain and operate the equipment in such buildings. In some instances they are required to service air-conditioning units in addition to their regular duties. The committee has reclassified general mechanics (custodial service) by placing them in a grade equivalent to assistant engineman, assistant mechanic, elevator mechanic helper, and several other classes in grades 1 to 5, with salaries beginning in grade 1 of \$3,340.

ADJUSTMENT OF SALARIES OF POSTMASTERS AND SUPERVISORS

The purpose of this portion of the committee amendment (secs. 5 through 13) is to adjust the classification and salaries of postmasters and supervisors in the field service of the Post Office Department. It is believed that the enactment of this measure will correct some of the existing inequities and improve the morale of those who direct the activities of a gigantic organization doing an annual business of approximately \$2 billion.

This bill is the result of a careful examination of the salary schedules of the post offices of the country during this session and the last session of the Eighty-first Congress. During this study, public hearings were held and considerable testimony taken. While it is necessary, in order to accomplish the objective of removing existing inequities in the salaries of postmasters and supervisors, to adjust the compensation of postmasters and supervisors, this portion of the committee amendment should not be considered primarily as a pay-increase bill. It is felt that the person who has the top responsibility should receive more compensation than those working under his direction and that those who carry out the policies of the Post Office Department should be adequately compensated for such responsibility. With this in mind, in the drafting of S. 376, which followed in the main the pay schedules of S. 1978 of the Eighty-first Congress, the committee made a careful study through the Subcommittee on Postal Service, with the result that adjustments have been recommended in the salaries and classification of postmasters and supervisors. These adjustments have been largely incorporated into S. 355 as reported, although because of the ceiling of \$800 over present compensation, more fully

discussed later in this report, it is necessary to deny to some supervisors and postmasters the full adjustment recommended in S. 376.

It is true that even with the \$800 ceiling, the increase in compensation of supervisors and a large number of postmasters will exceed the increase in compensation of employees in the automatic grades in the same post offices, but this can be justified in the same manner in which the increases in the executive pay bill of the Eighty-first Congress (Public Law 359) were justified. The important positions of postmasters, assistant postmasters, and supervisors call for men of real ability and leadership, and their compensation should be in line with comparable positions in other branches of the Government, and out of the Federal Government. With the exception of postmasters, and these positions are frequently filled by promotion from the supervisory ranks, assistant postmasters and other supervisors are recruited from the automatic grades. The equitable adjustment in salaries of postmasters and supervisors in the committee amendment offers a greater incentive to all postal employees to aspire to these top positions.

8.8 PERCENT INCREASE WITH \$800 CEILING

S. 355, as introduced, would have made certain grade eliminations as set forth in section 1 of the bill as introduced, with an increase of 17 percent on the first \$5,000 of the compensation of all postal employees, including postmasters and supervisors, said increase to be over and above the increased compensation to those in the automatic grades by reason of the grade eliminations.

The committee amendment, substituted for the first section of the introduced bill, provides for a two-grade-elimination plan plus the step-up of two grades as to those who entered the service on or after July 1, 1945, which is fully discussed in this report.

For the 17 percent increase on the first \$5,000 of compensation, the committee recommends an 8.8 percent increase in compensation without the limitation as to the first \$5,000 but with the limitation that no employee shall receive, by reason of any adjustment in the committee amendment, more than \$800 over his present compensation. This increase, with the \$800 limitation, is reflected in the new salary schedules contained in the committee amendment.

The tables set out in the committee amendment reflect the adjustments called for in the reported bill with 8.8 percent added thereto unless the aggregate of both causes the employee to receive in excess of \$800 over his present salary, in which case the indicated salary is fixed at a figure of \$800 above the present salary. Of course, in the few instances of new positions there was no old salary on which to base the \$800 ceiling, but in those few cases the committee has endeavored to relate the increase to comparable positions. However, as a safeguard and to prevent anyone receiving, by reason of enactment of the bill, an increase of more than \$800 over his present compensation, in the same position, the committee has inserted in section 16 language that will (a) prevent any employee in the postal field service from receiving, by reason of enactment of the bill, more than \$800 per annum over his present salary and which (b) will prevent any employee, by reason of the reported bill, receiving less than his present compensation.

The committee recognizes that this ceiling will not permit in its entirety the adjustments contemplated in S. 1978 of the Eighty-first Congress or those in S. 376, particularly in positions in post offices of the first class, but the present emergency makes it unwise, in the opinion of the committee, that there be increases in compensation to Government employees, including the postal service, in excess of \$800. Upon the termination of the present wage stabilization restrictions, the Congress can, and we think should, carefully restudy this matter with a view of making the adjustments as originally contemplated.

The \$800 ceiling does not affect postmasters of the third- and fourth-class post offices and only some postmasters in offices of second class but does affect all postmasters in offices of the first class, 2,843, who will receive \$594,151 less salary than if their compensation were adjusted without the \$800 ceiling. While such postmasters in offices of the first class are denied their full adjustment plus an 8.8 percent increase by reason of this ceiling, the ceiling does not affect all supervisors in these 2,843 offices.

While the adjustments in the reported bill are not properly classified as a "cost-of-living increase", the increased cost of living since the last adjustment of compensation of postal employees in October of 1949 is well known. The National Consumers' Price Index of the Bureau of Labor Statistics, Department of Labor, increased 8.8 percent from 169.7 (revised index) in October 1949, to 184.6 (revised index) in April 1951. Using this figure, and thus keeping within the general limitations of national economic policy, the committee proposes an 8.8 percent increase in postal pay over and above the adjustments through grade eliminations and step-ups, and the adjustment in salaries of postmasters and supervisors, neither of which are in any way connected with the present high cost of living, but which are designed to do justice to those who by reason of other adjustments were denied an equal pro rata adjustment.

National economic policy permits general increases of 10 percent in wage and salary levels subsequent to January 15, 1950. At the present time the Federal Government is engaged in economic control activities to prevent inflation and it is our view that pay increases in the Federal service should be well within such limits. Any action taken to benefit Government employees which is inconsistent with national policy for private industry would inevitably, and with good reason, be regarded by private employers as a general precedent.

The committee amendment provides an across-the-board percentage increase rather than a uniform dollar increase or a sliding scale adjustment. The very cause of the much needed and long past due adjustments contained in S. 376, as introduced, and now made a part of the reported bill, arose from these "lump-sum increases" in postal pay, which, beginning with 1945, aggregated, including the \$120 increase in 1949, \$970. It is true that employees in the highest brackets received this \$970 increase but since other employees, with certain exceptions, received the same, it can be seen why the present salary structure in the postal service must be readjusted and that there is real need of a complete reclassification of all postal pay. At least this bill is a step in that direction and with the end of the wage stabilization period it is hoped that the job can be completed.

In advocating a percentage increase rather than a lump-sum adjustment, the committee believes that the desirability of granting

to postal employees this method of wage adjustment not only meets the increased cost of living but better stabilizes the salary structure for present and future recruitment, promotions, and demotions. The problem is not merely to increase employees' incomes but it involves also the necessity of doing this through pay schedules that can be operated to the advantage of the postal service and enable one of the largest Government agencies to maintain its competitive position as an employer in the labor market. Both the President and the Postmaster General recommended this method of increased compensation.

SECTION-BY-SECTION ANALYSIS OF COMMITTEE AMENDMENT

The first section of the committee amendment amends Public Law 134, Seventy-ninth Congress, by inserting a new section (sec. 11A) which contains the compensation schedules prescribing the grades and basic annual salaries or hourly rates of pay of all employees in the field service in the automatic grades. The compensation schedules reflect the elimination of the present first two grades and the 8.8 percent increase in compensation. The \$800 limit on increase in compensation does not affect any employee in the automatic grades. In addition to employees now in the automatic grades, this section provides automatic grades for four groups of employees for whom automatic grades are not presently provided. These are special mechanics, cost-accounting clerks, purchasing clerks, and draftsmen.

Subsection (b) of the new section 11A restates the existing law providing annual promotions for employees in the automatic grades.

Section 2 of the committee amendment amends and repeals numerous sections and subsections of Public Law 134, made necessary by the consolidation of the compensation schedules for employees in the automatic grades in the new section 11A, added by the first section of the committee amendment, and also by the adjustments in the supervisory positions made by sections 5 through 13 of the committee amendment.

Section 3 of the committee amendment repeals sections 2 (a), (b), (c), and (d) of Public Law 428, Eighty-first Congress, which had the effect of partially eliminating the first two automatic grades. This provision is rendered obsolete by the action of the committee in eliminating completely the first two grades.

Section 4 of the committee amendment contains the two-grade advancement adopted by the committee for certain employees. In general, employees who entered the field service after June 30, 1945, and have not been advanced at least two automatic grades through the operation of the provisions of the first section and section 2 of Public Law 317 (79th Cong.), of Public Law 577 (79th Cong.), of section 2 (a), (b), (c), and (d) of Public Law 428 (81st Cong.), or through the operation of the provisions of the committee amendment which eliminate the first two automatic grades shall be advanced two automatic grades, or shall be advanced one automatic grade if such employee has been advanced one automatic grade through the operation of such laws.

Subsection (b) of section 4 provides a one-grade advancement for all special-delivery messengers in the field service on the effective date of the bill, who, on July 1, 1945, had been in the service for more than 1 year but less than 2 years. It is the purpose of this provision to

overcome occasion whereby the one- or two-grade advancement under subsection (a) of section 4 would have advanced some special delivery messengers to a grade above that of other special delivery messengers with more years of service.

Subsection (c) of section 4 provides that any advancement under subsections (a) or (b) of such section shall be disregarded for purposes of determining the time at which any employee is entitled to his next annual automatic promotion.

Sections 5 through 13 of the committee amendment provide adjustments in position classifications and salaries for postmasters, assistant postmasters, and supervisory employees in the field service. As explained in the general statement, these adjustments follow, for the most part, the adjustments which the committee recommended in S. 1978 in the Eighty-first Congress and which are contained in S. 376 of this Congress. Because of the committee's adoption of an \$800 limitation upon increase in compensation over existing salaries some deviation from the adjustments contained in these two bills was made necessary.

Section 5 of the bill amends section 8 of Public Law 134 by prescribing, in a consolidated compensation schedule, the classification and salaries of postmasters, assistant postmasters, and supervisors in post offices of the first class, of postmasters and assistant postmasters in post offices of the second class, and of postmasters in post offices of the third and fourth classes.

Section 6 of the committee amendment amends section 9 of Public Law 134. This section, as amended, prescribes the salaries of supervisors in the United States Stamped Envelope Agency and the position classification and salaries of superintendents and assistant superintendents of classified stations. In rewriting this section of Public Law 134, much of the matter now contained in such section was omitted because of the consolidation of salary schedules for supervisors in post offices of the first class made by the amendment to section 8 (a) of such act by section 5 of the committee amendment.

Section 7 of the committee amendment repeals section 10 of Public Law 134 which prescribed the salaries of assistant postmasters in post offices of the second class. These positions are now covered in the consolidated schedule contained in section 8 (a) of such act as amended by section 5 of the committee amendment.

Section 7 (b) of the committee amendment makes a technical amendment to section 11 (a) of Public Law 134 made necessary by the reclassification of supervisory positions contained in the committee amendment.

Section 8 of the committee amendment amends section 13 (a) of Public Law 134 and prescribes the position classification and annual salaries of supervisors in the motor vehicle service.

Section 9 of the committee amendment amends section 14 (a) of Public Law 134 and prescribes the position classification and annual salaries of supervisors in the custodial service.

Section 10 (a) of the committee amendment amends section 15 (a) of Public Law 134 and prescribes the position classification and annual salaries of inspectors in charge, assistant inspectors in charge, and supervisors at division headquarters of the inspection service.

Section 10 (b) of the committee amendment amends section 15 (b) of Public Law 134 and prescribes the automatic grades and annual

salaries of post-office inspectors. The committee amendment retains the provisions of existing law which provide automatic grades for post-office inspectors, but recognizes that post-office inspectors are supervisors. Therefore, they are not included in the compensation schedule provided in section 11A, as added by the committee amendment, which provides the grades and salaries of employees in the automatic grades.

Section 11 of the committee amendment amends section 16 (a) of Public Law 134 and prescribes the position classification and annual salaries of officers and supervisors in the postal transportation service.

Section 12 of the committee amendment amends section 18 (a) of Public Law 134 and prescribes the position classification and annual salaries of supervisors in the mail equipment shops.

Section 13 of the committee amendment amends section 19 (b) of Public Law 134 and prescribes the annual salaries of storekeepers and foremen in the Division of Equipment and Supplies.

Section 14 of the committee amendment prescribes the manner of assigning postmasters, assistant postmasters, officers, supervisors, and employees who are on the rolls of the field service on the effective date of the committee amendment to the positions, grades, and annual salaries contained in Public Law 134, as amended by the committee amendment. Postmasters, assistant postmasters, officers, and supervisors will be placed in the position, the title of which covers their regularly assigned duties and which is in accord with the applicable organizational unit structure. Employees in automatic grades 1, 2, and 3 will be placed in grade 1. Employees in automatic grades 4, 5, 6, 7, 8, 9, 10, and 11 will be placed in grades 2, 3, 4, 5, 6, 7, 8, and 9. This adjustment reflects the elimination of the two lowest automatic grades provided by the committee amendment. Provision is also made for the integration into the automatic grades of special mechanics, cost-accounting clerks, purchasing clerks, and draftsmen, which positions are not at present in the automatic grades. Although the longevity grades provided by Public Law 500, Eighty-first Congress, will continue in effect the committee amendment does not increase the rate of longevity pay.

Section 15 (a) of the committee amendment safeguards the right to automatic annual promotions of employees in the postal service on the effective date of the committee amendment. All employees will retain the time they have compiled toward their next annual automatic promotion in computing the time at which they will be entitled to an automatic promotion after the enactment of the committee amendment. Thus, in effect, the adjustments and reassignments to grades will be disregarded for the purpose of determining the time at which an employee is entitled to his next annual automatic promotion.

Section 15 (b) safeguards in the same manner the right to automatic promotions of employees who might transfer or be transferred from the postal service to the General Services Administration under the Federal Property and Administrative Services Act of 1949, as amended, and who would then come under the provisions of the Classification Act of 1949. Any increase in compensation under the committee amendment will be disregarded for the purpose of determining the time at which any such employee is entitled to promotion under the Classification Act of 1949.

Section 16 of the committee amendment provides that no postmaster, assistant postmaster, supervisor, or employee in the field service shall, by reason of the enactment of the bill, receive an increase in his basic annual salary in excess of \$800. The section also contains a savings clause providing that none of the provisions of the bill shall be construed to reduce the salary of any postmaster, assistant postmaster, supervisor, or employee in the field service on the effective date of the bill.

Section 17 of the committee amendment repeals Public Law 386 (79th Cong.), section 101 of title I of Public Law 900 (80th Cong.), and section 3 of Public Law 428 (81st Cong.). These laws provided increases in the compensation of employees in the field service, all of which are reflected in the new salary schedules contained in the committee amendment.

Section 18 of the committee amendment amends subsection (a) of the first section of Public Law 500, Eighty-first Congress, which established the longevity grades for postmasters and employees in the field service. In general, each of the three longevity grades increases the basic compensation of the postmaster or employee (except postmasters at post offices of the fourth class) by \$100 per annum. Each longevity grade increases the rate of basic compensation of postmasters at post offices of the fourth class by 5 percent. The effect of this 5 percent provision is, in a few cases, to give to postmasters at fourth class post offices longevity pay in excess of \$100 per annum for each longevity grade. The amendment to Public Law 500 contained in section 18 of the committee amendment prescribes that the increase in basic compensation for each promotion to a longevity grade for a postmaster at a post office of the fourth class shall be 5 percent per annum or \$100 per annum, whichever is the lesser. This amendment carries out the intention of the committee when it originally recommended the enactment of Public Law 500.

Section 19 repeals a provision in section 1 of the act of February 28, 1925 (43 Stat. 1054), which is included in section 8 (a) of Public Law 134 as amended by section 5 of the committee amendment.

Section 20 of the committee amendment amends Public Law 674, Eightieth Congress, which provides that when employees are transferred from one position in the field service to another they shall retain, for purposes of establishing eligibility for promotion in the position in which transferred, credit for service performed prior to the date of the transfer. The law now provides that employees in the automatic grades will be credited with all satisfactory service since the last automatic promotion and that employees not in automatic grades shall be credited with all satisfactory service up to one year of such service. This limitation has discriminated against employees not in automatic grades and the effect of the committee amendment is to remove this limitation.

Section 21 of the committee amendment prescribes the effective date of the committee amendment to be the first day of the first pay period which commences after the date of its enactment.

AMENDED TITLE

The title of the reported bill is amended appropriately so as to read: "A bill to adjust the salaries of postmasters, supervisors, and employees in the field service of the Post Office Department."

TABLES SHOWING PRESENT AND ADJUSTED SALARIES

The following tables show (roman type) the present salaries and the adjusted salaries (*italic type*) under the committee amendment:

Employees in the automatic grades

Regular employees	Grades								
	1	2	3	4	5	6	7	8	9
Clerks in post offices of the third class; carriers in village delivery service.....	<i>2,579</i> 2,370	<i>2,687</i> 2,470	<i>2,796</i> 2,570	<i>2,905</i> 2,670	-----	-----	-----	-----	-----
Laborers; cleaners; matrons, head charmen and head charwomen; junior mechanics.....	<i>2,687</i> 2,470	<i>2,796</i> 2,570	<i>2,905</i> 2,670	<i>2,914</i> 2,770	<i>3,123</i> 2,870	-----	-----	-----	-----
Firemen laborers; elevator operators.....	<i>2,796</i> 2,570	<i>2,905</i> 2,670	<i>2,914</i> 2,770	<i>3,123</i> 2,870	<i>3,231</i> 2,970	-----	-----	-----	-----
Mail handlers; messengers; watchmen; operators of the pneumatic-tube service; garage-men drivers; skilled laborers; sewers.....	<i>3,014</i> 2,770	<i>3,123</i> 2,870	<i>3,231</i> 2,970	<i>3,340</i> 3,070	-----	-----	-----	-----	-----
Telephone operators; firemen; guards; window cleaners; skilled helpers.....	<i>3,014</i> 2,770	<i>3,123</i> 2,870	<i>3,231</i> 2,970	<i>3,340</i> 3,070	<i>3,449</i> 3,170	-----	-----	-----	-----
Special delivery messengers.....	<i>3,014</i> 2,770	<i>3,123</i> 2,870	<i>3,231</i> 2,970	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	<i>3,667</i> 3,370	-----	-----
Elevator starters.....	<i>3,123</i> 2,870	<i>3,231</i> 2,970	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	-----	-----	-----	-----
Clerks; carriers in the city delivery service; dispatchers of the pneumatic-tube service; driver mechanics, general mechanics and dispatchers in motor-vehicle service; nurses.....	<i>3,123</i> 2,870	<i>3,231</i> 2,970	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	<i>3,667</i> 3,370	<i>3,775</i> 3,470	<i>3,884</i> 3,570	<i>3,993</i> 3,670
Assistant enginemen; general mechanics (custodial); elevator mechanic helpers; pressmen, lockmakers, mail-bag repairers, mail-bag examiners, post marking stamp makers, and mechanics in mail equipment shops; requisition fillers and packers in Division of Equipment and Supplies.....	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	<i>3,667</i> 3,370	<i>3,775</i> 3,470	-----	-----	-----	-----
Postal transportation clerks on class A runs, in terminals, air-mail fields and offices of division superintendents and district superintendents; operators of highway post-office vehicles.....	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	<i>3,667</i> 3,370	<i>3,775</i> 3,470	<i>3,884</i> 3,570	<i>3,993</i> 3,670	-----	-----
Postal transportation clerks on class B runs; transfer clerks in transfer offices and in air-mail fields; clerks in inspection service.....	<i>3,340</i> 3,070	<i>3,449</i> 3,170	<i>3,558</i> 3,270	<i>3,667</i> 3,370	<i>3,775</i> 3,470	<i>3,884</i> 3,570	<i>3,993</i> 3,670	<i>4,102</i> 3,770	<i>4,211</i> 3,870
Mechanics; painters.....	<i>3,558</i> 3,270	<i>3,667</i> 3,370	<i>3,775</i> 3,470	<i>3,884</i> 3,570	<i>3,993</i> 3,670	<i>4,102</i> 3,770	-----	-----	-----
Elevator mechanics.....	<i>3,775</i> 3,470	<i>3,884</i> 3,570	<i>3,993</i> 3,670	<i>4,102</i> 3,770	<i>4,211</i> 3,870	<i>4,319</i> 3,970	-----	-----	-----
Special mechanics.....	<i>4,211</i> 3,870	<i>4,319</i> 3,970	-----	-----	-----	-----	-----	-----	-----
Principal review clerks.....	<i>4,211</i> 3,870	<i>4,319</i> 3,970	<i>4,428</i> 4,070	<i>4,538</i> 4,170	-----	-----	-----	-----	-----
Traveling mechanicians.....	<i>4,537</i> 4,170	<i>4,646</i> 4,270	<i>4,755</i> 4,370	<i>4,863</i> 4,470	<i>4,972</i> 4,570	<i>5,081</i> 4,670	<i>5,190</i> 4,770	-----	-----
Cost accounting clerks, purchasing clerks, and draftsmen in mail equipment shops.....	<i>4,755</i> 4,370	<i>4,863</i> 4,470	-----	-----	-----	-----	-----	-----	-----
Examiners of equipment and supplies.....	<i>5,081</i> 4,670	<i>5,190</i> 4,770	<i>5,299</i> 4,870	<i>5,409</i> 4,970	<i>5,518</i> 5,070	<i>5,625</i> 5,170	<i>5,734</i> 5,270	<i>5,843</i> 5,370	<i>5,951</i> 5,470
Carriers in rural delivery service: Fixed compensation per annum.....	<i>1,289</i> 1,018	<i>1,320</i> 1,042	<i>1,352</i> 1,066	<i>1,383</i> 1,090	<i>1,414</i> 1,114	<i>1,446</i> 1,138	<i>1,477</i> 1,162	<i>1,509</i> 1,186	<i>1,540</i> 1,210
Compensation per mile per annum: For each mile up to 30 miles of route.....	58	60	62	64	66	68	70	72	74
For each mile of route over 30 miles.....	20	20	20	20	20	20	20	20	20

See footnotes at end of table, p. 12.

Employees in the automatic grades—Continued

Regular employees	Grades								
	1	2	3	4	5	6	7	8	9
SUBSTITUTE, TEMPORARY, AUXILIARY, AND CHAR EMPLOYEES									
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:									
Fixed compensation per annum	1,289								
Compensation per mile per annum:	1,018								
For each mile up to 30 miles of route	58								
For each mile of route over 30 miles	20								
Temporary carriers in rural delivery service on routes having regular carrier absent without pay	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)	(2)
Substitute carriers in rural delivery service on routes having regular carriers absent with pay									
	Hourly rates								
Clerks in post offices of the third class; carriers in village delivery service	1.26	1.33	1.38	1.43					
	1.165	1.215	1.265	1.315					
Charwomen	1.34	1.39							
	1.225	1.275							
Mail handlers, messengers, watchmen; operators of the pneumatic tube service; garage-men drivers	1.49	1.54	1.59	1.65					
	1.365	1.415	1.465	1.515					
Special delivery messengers	1.49	1.54	1.59	1.65	1.70	1.76	1.81		
	1.365	1.415	1.465	1.515	1.565	1.615	1.665		
Clerks; carriers in city delivery service; driver mechanics; general mechanics; dispatchers of the pneumatic tube service	1.54	1.59	1.65	1.70	1.76	1.81	1.87	1.92	1.97
	1.415	1.465	1.515	1.565	1.615	1.665	1.715	1.765	1.815
Postal transportation clerks	1.65	1.70	1.76	1.81	1.87	1.92	1.97		
	1.515	1.565	1.615	1.665	1.715	1.765	1.815		
Special mechanics	1.88								
	1.725								

¹ General mechanics (custodial) presently receive salaries as follows: \$2,870; \$2,970; \$3,070; \$3,170; \$3,270. The highest salary at present for clerks in the inspection service is \$3,670.

² Rate authorized for the regular carrier.

Post offices of the first class

Gross receipts	Per annum rates					
	Post-master	Assistant post-master	General superintendent of mails; general superintendent of finance	Assistant general superintendent of mails	Assistant general superintendent of finance	Superintendents
\$80,000,000 and up	\$13,770	\$8,470	\$7,470	\$6,870	\$6,870	\$6,470
	12,970	7,670	6,670	6,070	6,070	5,670
\$40,000,000 to \$80,000,000	13,770	8,470	7,470	6,870	6,870	6,470
	12,970	7,670	6,670	6,070	6,070	5,670
\$20,000,000 to \$40,000,000	12,770	7,970	7,270	6,870	6,870	6,470
	11,970	7,170	6,470	6,070		5,670
\$10,000,000 to \$20,000,000	11,770	7,070	6,870	6,870	6,870	6,270
	10,970	6,670	6,170	5,870		5,470
		6,270	6,070			
\$7,000,000 to \$10,000,000	10,770	6,870	6,570	6,470	6,470	6,170
	9,970	6,270	6,070			5,470
		6,070	5,770			5,370

Post offices of the first class—Continued

Gross receipts	Per annum rates							
	Senior assistant superintendents	Chief station examiner	Assistant superintendents	Auditor	Assistant auditor	Station examiners	General foremen	Foremen
\$80,000,000 and up-----	\$6,270	\$5,470	\$5,670	\$6,170	\$5,470	\$5,170	\$5,570	\$4,896
	5,470	4,670	4,870	5,370	4,670	4,370	4,570	4,170
\$40,000,000 to \$80,000,000----	6,270	5,470	5,670	6,170	5,470	5,170	5,531	4,896
	5,470	4,670	4,870	5,370	4,670	4,370	4,570	4,170
\$20,000,000 to \$40,000,000----	6,202	5,470	5,670	5,984	5,470	5,170	5,531	4,896
	5,470	4,670	4,870	5,370	4,670	4,370	4,570	4,170
\$10,000,000 to \$20,000,000----	5,870	5,370	5,658	4,970	4,870	4,970	5,114	4,896
	5,070	4,570	4,870	{ 4,570 }		4,170	4,470	4,170
				{ 4,170 }				
\$7,000,000 to \$10,000,000-----	5,766	5,370	5,270	4,870	4,720	4,970	5,005	4,896
	5,070	4,570	{ 4,870 }	{ 4,170 }		4,170	4,470	4,170
			{ 4,770 }	{ 4,070 }				
			{ 4,470 }					

Gross receipts	Per annum rates						
	Postmaster	Assistant postmaster	Superintendent of mails	Superintendent of finance	Superintendent of money orders	Senior assistant superintendent of mails	Assistant superintendents of mails
\$3,000,000 to \$7,000,000-----	\$9,770	\$6,270	\$6,070	\$5,770	\$5,470	\$5,670	\$5,270
	8,970	{ 5,670 }	{ 5,470 }	{ 5,170 }	{ 4,870 }	{ 5,070 }	{ 4,670 }
		{ 5,470 }	{ 5,270 }	{ 4,970 }	{ 4,670 }	{ 4,870 }	{ 4,470 }
\$1,500,000 to \$3,000,000-----	8,770	6,070	5,870	5,470	5,170	5,470	5,270
	7,970	{ 5,370 }	{ 5,170 }	{ 4,770 }	{ 4,470 }	4,670	4,470
		{ 5,270 }	{ 5,070 }	{ 4,670 }	{ 4,370 }		
\$1,000,000 to \$1,500,000-----	7,770	6,070	5,870	5,470	5,170	-----	5,270
	6,970	5,270	5,070	4,670	4,370	-----	4,470
	7,570	5,970	5,670	5,270	5,070	-----	5,070
\$600,000 to \$1,000,000-----	6,570	5,170	4,870	4,470	4,270	-----	4,270
	7,070	5,870	5,470	5,170	4,970	-----	5,070
\$500,000 to \$600,000-----	6,270	5,070	4,670	4,370	4,170	-----	4,270
	6,570	5,770	5,370	-----	-----	-----	5,005
\$400,000 to \$500,000-----	5,770	4,970	4,570	-----	-----	-----	4,270
	6,370	5,670	5,370	-----	-----	-----	5,005
\$300,000 to \$400,000-----	5,570	4,870	4,570	-----	-----	-----	4,270
	6,170	5,570	5,270	-----	-----	-----	5,005
\$250,000 to \$300,000-----	5,370	4,770	4,470	-----	-----	-----	4,270
	6,070	5,470	5,170	-----	-----	-----	5,005
\$200,000 to \$250,000-----	5,270	4,670	4,370	-----	-----	-----	4,270
	5,970	5,370	5,170	-----	-----	-----	5,005
\$150,000 to \$200,000-----	5,170	4,570	4,370	-----	-----	-----	4,270
	5,870	5,270	5,070	-----	-----	-----	5,005
\$120,000 to \$150,000-----	5,070	4,470	4,270	-----	-----	-----	4,270
	5,770	5,170	5,005	-----	-----	-----	5,005
\$90,000 to \$120,000-----	4,970	4,370	4,270	-----	-----	-----	4,270
	5,670	5,070	4,896	-----	-----	-----	5,005
\$75,000 to \$90,000-----	4,870	4,270	4,170	-----	-----	-----	4,270
	5,570	4,970	4,787	-----	-----	-----	5,005
\$60,000 to \$75,000-----	4,770	4,170	4,078	-----	-----	-----	4,270
	5,470	4,970	4,878	-----	-----	-----	5,005
\$50,000 to \$60,000-----	4,670	4,170	4,070	-----	-----	-----	4,270
	5,370	4,896	4,780	-----	-----	-----	5,005
\$40,000 to \$50,000-----	4,570	4,170	4,070	-----	-----	-----	4,270

Post offices of the first class—Continued

Gross receipts	Per annum rates						
	Assistant superin- tendent of finance	Assistant superin- tendent of money orders	Auditor	Station examin- ers	General foremen	Foremen	Clerks in charge
\$3,000,000 to \$7,000,000-----	\$5,270	\$4,970	\$4,870	\$4,970	\$5,005	\$4,787	\$4,570
	4,470	4,270	4,070	4,170	4,470	4,170	4,070
\$1,500,000 to \$3,000,000-----	4,870	4,870	4,870	4,870	4,896	4,787	4,570
	4,270	4,070	4,070	4,070	4,270	4,170	4,070
\$1,000,000 to \$1,500,000-----	4,870	4,870	4,870	4,870	4,896	4,787	4,570
	4,070	4,070	4,070	4,070	4,270	4,170	4,070
\$600,000 to \$1,000,000-----						4,787	4,570
						4,170	4,070
\$500,000 to \$600,000-----						4,787	4,570
						4,170	4,070
\$400,000 to \$500,000-----						4,787	4,570
						4,170	4,070
\$300,000 to \$400,000-----						4,787	4,570
						4,170	4,070
\$250,000 to \$300,000-----						4,787	4,570
						4,170	4,070
\$200,000 to \$250,000-----						4,787	4,570
						4,170	4,070
\$150,000 to \$200,000-----						4,787	4,570
						4,170	4,070
\$120,000 to \$150,000-----						4,787	4,570
						4,170	4,070
\$90,000 to \$120,000-----						4,787	4,570
						4,170	4,070
\$75,000 to \$90,000-----						4,170	4,070

Post offices of the second class

Gross receipts	Per annum rates	
	Postmaster	Assistant postmaster
\$27,000 to \$39,999.99-----	\$5,070	\$4,670
	4,370	3,870
\$18,000 to \$26,999.99-----	4,270	4,570
	4,870	3,870
\$12,000 to \$17,999.99-----	4,070	3,770
	4,770	4,161
\$8,000 to \$11,999.99-----	3,970	3,770
	4,770	4,352
	3,970	3,770

Post offices of the third class

Gross receipts	Per annum rates, post masters	Gross receipts	Per annum rates, post- masters
\$7,000 to \$7,999.99-----	\$4,298	\$2,700 to \$2,999.99-----	\$3,509
	3,570		2,970
\$6,000 to \$6,999.99-----	4,162	\$2,400 to \$2,699.99-----	3,400
	3,470		2,870
\$5,000 to \$5,999.99-----	4,058	\$2,100 to \$2,399.99-----	3,264
	3,370		2,770
\$4,200 to \$4,999.99-----	3,917	\$1,900 to \$2,099.99-----	3,128
	3,270		2,670
\$3,500 to \$4,199.99-----	3,781	\$1,700 to \$1,999.99-----	3,019
	3,170		2,570
\$3,000 to \$3,499.99-----	3,646	\$1,500 to \$1,699.99-----	2,883
	3,070		2,470
			2,370

Post offices of the fourth class

	Per annum rates, post- masters		Per annum rates, post- masters
\$1,300 to \$1,499.99.....	\$2,611.20	\$450 to \$499.99.....	\$1,441.60
	2,079.00		1,134.00
\$1,100 to \$1,299.99.....	2,437.12	\$400 to \$449.99.....	1,327.32
	2,079.00		1,077.30
\$1,000 to \$1,099.99.....	2,234.80	\$350 to \$399.99.....	1,218.56
	1,946.70		1,001.70
\$900 to \$999.99.....	2,176.00	\$300 to \$349.99.....	1,109.76
	1,814.40		926.10
\$800 to \$899.99.....	2,045.44	\$250 to \$299.99.....	979.20
	1,682.10		812.70
\$700 to \$799.99.....	1,914.88	\$200 to \$249.99.....	848.64
	1,549.80		680.40
\$600 to \$699.99.....	1,762.56	\$150 to \$199.99.....	685.44
	1,417.50		548.10
\$500 to \$599.99.....	1,588.48	\$100 to \$149.99.....	522.24
	1,266.30		415.80
		Less than \$100.....	286.40
			264.60

Classified stations

Number of employees	Superin- tendent	Assistant superin- tendents	Number of employees	Superin- tendent	Assistant superin- tendents
2,001 and up.....	\$6,470	\$5,970	101 to 150.....	\$5,670	\$5,170
	5,670	5,170		4,870	4,370
1,001 to 2,000.....	6,470	5,970	76 to 100.....	5,549	5,005
	5,670	5,170		4,770	4,270
501 to 1,000.....	6,370	5,870	51 to 75.....	5,331	4,787
	5,570	5,070		4,670	4,170
401 to 500.....	6,170	5,670	26 to 50.....	5,114	-----
	5,370	4,870		4,570	-----
301 to 400.....	6,070	5,570	16 to 25.....	5,005	-----
	5,270	4,770		4,370	-----
201 to 300.....	5,970	5,470	6 to 15.....	4,787	-----
	5,170	4,670		4,270	-----
151 to 200.....	5,770	5,270	1 to 5.....	4,678	-----
	4,970	4,470		4,170	-----

Motor vehicle service

Number of employees	Super-intend-ent	Senior assist-ant super-intend-ent	Assist-ant super-intend-ent	Assist-ant super-intend-ent of auxil-iary garages	Chief of records	Chief mechanic; chief of sup-ples	Chief dis-patcher; route super-visors	Me-chanics in charge	Dis-patchers
701 and up.....	\$6, 470 5, 670	\$5, 970	\$5, 170 4, 370	-----	\$5, 170 4, 370	\$5, 170 { 4, 170 4, 370	\$4, 970 { 3, 670 3, 770 3, 870 3, 970 4, 070 4, 170	\$4, 870 { 3, 670 3, 770 3, 870 4, 070 4, 170	\$4, 470 { 2, 670 to 3, 670
401 to 700.....	6, 470 5, 670	-----	5, 170 4, 370	-----	5, 170 4, 370	5, 170 { 4, 170 4, 370	4, 970 { 3, 670 to 4, 170	4, 870 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
251 to 400.....	6, 170 { 5, 370 5, 670	-----	5, 170 4, 370	-----	4, 870 4, 070 4, 170 4, 370	4, 870 { 4, 070 4, 170 4, 370	4, 870 { 3, 670 to 4, 170	4, 770 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
101 to 250.....	5, 970 { 5, 170 5, 370 5, 670	-----	5, 170 4, 370	-----	4, 870 4, 070 4, 170 4, 370	4, 870 { 4, 070 4, 170 4, 370	4, 870 { 3, 670 to 4, 170	4, 770 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
51 to 100.....	5, 770 { 4, 970 5, 170 5, 370 5, 670	-----	5, 070 { 4, 270 4, 370	\$5, 070	4, 670 { 3, 870 4, 170 4, 370	4, 670 { 3, 870 4, 070 4, 170 4, 370	4, 670 { 3, 670 to 4, 170	4, 570 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
31 to 50.....	5, 570 { 4, 770 4, 970 5, 170 5, 370	-----	4, 970 { 4, 170 4, 370	4, 970	4, 570 { 3, 770 3, 870 4, 070 4, 170 4, 370	4, 570 { 3, 770 3, 870 4, 070 4, 170 4, 370	4, 570 { 3, 670 to 4, 170	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
16 to 30.....	5, 170 { 4, 370 4, 770 4, 970 5, 170	-----	4, 970 { 4, 170 4, 370	4, 970	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170 4, 370	4, 470 { 3, 670 to 4, 170	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
11 to 15.....	5, 070 { 4, 270 4, 370 4, 770	-----	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 070	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
6 to 10.....	4, 870 { 4, 070 4, 170 4, 270 4, 370	-----	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 370	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670
1 to 5.....	-----	-----	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 370	-----	-----	4, 470 { 3, 670 3, 770 3, 870 4, 070 4, 170	4, 470 { 2, 670 to 3, 670

Custodial service

Cubic content of buildings	General superin- tendent	Assistant general superin- tendent	Superin- tending engineer	Superin- tendent of building	Assistant superin- tendent of building	Chief engineer	Assistant chief engineer	Assistant superin- tending engineer	Engineers	Inspection engineers	Mechanical engineers
2 or more buildings with—											
50,000,000 cubic feet and up	\$6, 970	\$5, 970								\$5, 970	\$5, 970
15,000,000 to 49,999,999 cubic feet	6, 170									5, 170	5, 170
	6, 970									5, 970	5, 970
	6, 170									5, 170	5, 170
1 or more buildings with—											
40,000,000 cubic feet and up				\$6, 770	\$5, 770	\$6, 770	\$5, 670		\$4, 970		
20,000,000 to 39,999,999 cubic feet				5, 970		5, 970			4, 170		
15,000,000 to 19,999,999 cubic feet				6, 770	5, 768	6, 748	5, 668		4, 970		
10,000,000 to 14,999,999 cubic feet				5, 970		5, 970			4, 170		
6,000,000 to 9,999,999 cubic feet				6, 270	5, 270	6, 270	5, 170		4, 970		
3,000,000 to 5,999,999 cubic feet				5, 470		5, 470			4, 170		
1,000,000 to 2,999,999 cubic feet			\$6, 270	5, 970	4, 970	5, 970	4, 970	\$5, 270	4, 787		
600,000 to 999,999 cubic feet			5, 470	5, 170		5, 170			4, 170		
Less than 600,000 cubic feet			6, 170	5, 670		5, 670		4, 970	4, 787		
			5, 470	4, 870		4, 870			4, 170		
			5, 970	5, 370		5, 370			4, 787		
			5, 170	4, 570		4, 570			4, 170		
			6, 370	5, 070		5, 070			4, 787		
			4, 570	4, 270		4, 270					
			4, 370								
			3, 570								
			4, 170								
			3, 570								
			3, 370								

Custodial service—Continued

Number of employees supervised	Superintendent of shops	Assistant superintendent of shops	General foremen of mechanics	Foremen of mechanics	General foremen of laborers	Foremen of laborers	Foremen of elevator operators	Captain of guard	Lieutenant of guard	Chief telephone operator	Assistant chief telephone operator	Foremen	Clerks in charge
151 and up.....	\$6,770 5,970	\$5,970 5,170	-----	-----	\$4,770 3,970	----- 3,670	\$4,470 3,970	\$4,570 3,970	----- -----	----- -----	----- -----	----- -----	----- -----
101 to 150.....	6,770 5,970	5,970 5,170	-----	-----	4,570 3,970	----- 3,670	4,470 3,970	4,570 3,970	----- -----	----- -----	----- -----	----- -----	----- -----
61 to 100.....	6,570	5,875	-----	-----	4,352 3,770	\$4,134 3,570	4,352 3,670	4,570 3,970	----- -----	----- -----	----- -----	\$4,787 4,070	\$4,570 4,070
41 to 60.....	6,370	5,653	\$5,222 4,570	-----	4,134 3,570	4,134 3,570	4,352 3,670	4,570 3,970	----- -----	----- -----	----- -----	4,787 4,070	4,570 4,070
31 to 40.....	-----	-----	5,222 4,570	\$4,787 4,170	4,134 3,570	4,134 3,570	4,352 3,770	4,570 3,970	\$4,134 3,570	\$4,270 3,470	\$3,917 3,270	4,787 4,070	4,570 4,070
21 to 30.....	-----	-----	5,222 4,570	4,787 4,170	-----	3,917 3,370	4,352 3,770	4,570 3,970	4,134 3,570	4,270 3,470	3,917 3,270	4,787 4,070	4,570 4,070
11 to 20.....	-----	-----	5,222 4,570	4,787 4,170	-----	3,917 3,370	4,134 3,570	4,134 3,570	4,134 3,570	4,270 3,470	3,917 3,270	4,787 4,070	4,570 4,070
1 to 10.....	-----	-----	5,222 4,570	4,787 4,170	-----	3,699 3,170	----- -----	3,570 3,370	3,917 3,370	4,270 3,470	3,917 3,270	4,787 4,070	4,570 4,070

Postal transportation service

Organizations	General superin- tendent	Assistant general superin- tendent	Assistant general superin- tendents at large	Superin- tendents at large	Admin- istrative assist- ants	District superin- tendent	Assistant district superin- tendents
Divisions.....	\$8,470 7,670	\$7,470 6,670	\$7,270 6,470	\$6,770 5,970	\$5,970 5,170	-----	-----
Districts.....						\$6,770 5,970	\$5,970 5,170
	Exam- iner	Assistant examiner	General foremen	General foremen	General foremen	Foremen	Clerks in charge
Division offices.....	\$4,896 4,370 4,896 4,370	\$4,787 4,270 4,787 4,270	\$5,270 4,470 5,270 4,470	\$5,114 4,470 5,114 4,470	\$4,896 4,370 4,896 4,370	\$4,787 4,787	\$4,570 4,070 4,570 4,070
District offices.....							
Railway post offices and high- way post offices:							
Class B:							
Runs in which more than 60 feet of dis- tributing space is au- thorized over entire length of the run in either direction not less than 5 days per week.....			5,270 4,470	5,114 4,470	-----	4,787 4,370	-----
Runs with 60 feet or less of distributing space.....					4,896 4,370	4,787 4,370	-----
Class A.....							4,570 4,070
	Number of employ- ees in organization						
Transfer offices.....	61 and up		5,270 4,470	5,114 4,470	4,896 4,370	4,787 4,270	4,570
	31 to 60		-----	5,114 4,470	4,896 4,370	4,787 4,270	4,570
	11 to 30		-----	-----	4,896 4,470	4,787	4,570
	1 to 10		-----	-----	{ 4,370	4,270 4,787 4,370	4,570
Air mail fields.....	101 and up		5,270 4,470	5,114 4,470	4,896 4,370	4,787 4,270	4,570 4,170
	31 to 100		-----	5,114 4,370	4,896 4,370	4,787	4,570 4,170
	1 to 30		-----	-----	4,896 4,370	4,787 4,270	4,570 4,170
Terminals.....	251 and up		5,270 4,470	5,114 4,470	4,896 4,370	4,787 4,270	4,570 4,170
	101 to 250		-----	5,114 4,470	4,896 4,370	4,787 4,270	4,570 4,170
	31 to 100		-----	-----	4,896 4,470	4,787	4,570 4,170
	1 to 30		-----	-----	{ 4,370	4,270 4,787 4,270	4,570 4,170 4,570

Inspection service

	Per annum rates		Per annum rates
Post-office inspectors in charge.....	\$8,470	Inspectors—Continued	
Assistant post-office inspectors in charge.....	7,670	Grade 4.....	\$5,870
Superintendents.....	7,770	Grade 5.....	4,770
Assistant superintendents.....	6,970	Grade 6.....	5,770
Chiefs of section.....	5,770	Grade 7.....	4,970
Inspectors:	4,970	Grade 8.....	5,170
Grade 1.....	4,470	Grade 9.....	6,370
Grade 2.....	5,170	Grade 10.....	7,270
Grade 3.....	4,370		6,470
	4,570		7,770
			6,970

Mail equipment shops

Title	Per annum rates
Superintendent.....	\$7,470
Senior assistant superintendent.....	6,670
Assistant superintendent.....	6,470
General foremen.....	5,870
Engineers in charge.....	5,170
Foremen of mechanics.....	5,370
Foremen of repair.....	4,570
Assistant foremen.....	4,870
	4,070
	4,570
	3,770
	4,370
	3,570
	4,170
	3,370

Division of Equipment and Supplies

Title	Per annum rates
Storekeepers.....	\$4,896
Foremen.....	4,170
	4,352
	3,670

U. S. Stamped Envelope Agency

Title	Per annum rates
Agent.....	\$5,770
Assistant agent.....	4,970
	5,270
	4,470

COST

The committee estimates the cost of this bill as follows:

Adjustment of salaries of postmasters and supervisors, including	
8.8-percent increase with a \$800 ceiling-----	\$36, 965, 000
Elimination of 2 lowest automatic grades-----	10, 000, 000
Grade promotions under sec. 4-----	28, 410, 000
8.8-percent increase to employees other than supervisors and post- masters-----	125, 654, 193
Total-----	\$201, 029, 193

AGENCY REPORTS

Since the reports from the Director of the Bureau of the Budget, the Postmaster General, the Chairman of the Civil Service Commission, and the Comptroller General were directed to S. 376 and S. 355 as introduced, and since S. 355, as amended and reported, varies considerably from both bills as introduced, these agency reports are not made a part of this committee report, but are summarized as follows:

Bureau of the Budget:

It is recognized that the salaries of postmasters and supervisory employees of the postal field service are seriously in need of readjustment * * * the total average increase for this group of employees, when added to the general percentage increase, should be within the national wage stabilization policy. Any revision of the pay schedule in the postal field service at this time should be approached in the same general manner as the proposed revision of the pay scales for occupations under the Classification Act of 1949. After analysis of the extent of pay increases granted since October 1949 to employees in similar occupations in private industry and State and local governments, an over-all average increase of approximately 7 percent has been recommended for pay schedules under the Classification Act. Under that proposal each pay rate for the grade would be increased by 7.5 percent of the entrance rate for the grade, with a maximum limitation of \$800. * * * The Post Office Department should be permitted to recruit substitute employees in the various job classes at the hourly rate for the third pay grade of the class.

The following report from the Bureau of the Budget is directed to the bill as reported and was received after S. 355 was ordered reported:

EXECUTIVE OFFICE OF THE PRESIDENT,
BUREAU OF THE BUDGET,
Washington, D. C., August 22, 1951.

Hon. OLIN D. JOHNSTON,
Chairman, Committee on Post Office and Civil Service,
United States Senate, Washington, D. C.

MY DEAR SENATOR JOHNSTON: This will acknowledge and thank you for your letter of August 8, 1951, inviting the Bureau of the Budget to comment on S. 355, Committee Prints Nos. 2 and 3, "to amend the act of July 6, 1945, as amended, so as to reduce the number of grades for the various positions under such act, and for other purposes."

Committee Prints Nos. 2 and 3, providing an across-the-board percentage increase for all levels of postal employees, achieve one of the most important objectives of a sound salary system, the maintenance of reasonable relationships in the various levels of positions. The President in his letter to you dated July 12, 1951, stated, "Federal pay scales in the higher grades tend to be too low in relation to the lower grades for the type of executive responsibilities required." He strongly urged that the percentage basis of increase be employed so that disproportionately lower adjustments for the middle and upper grades be avoided. This principle has been maintained by the committee and incorporated in the prints.

It is presumed that the committee took into consideration the various factors previously presented by the Civil Service Commission and the Bureau of the Budget, as well as subsequent developments in the national wage situation in arriving at the percentage increase provided for in the prints.

There is one matter of detail upon which we should like to comment. Section 2 (f) of Committee Print No. 3 would provide certain increases for clerks in the postal-transportation service who are designated to be in charge in the absence of a supervisor. This provisional designation of clerks in the large railway terminal post offices is believed to be unnecessary if the supervisory staff pattern is adequate. We recommend that this provision be deleted.

Sincerely yours,

F. J. LAWTON, *Director.*

Post Office Department: The Postmaster General testified before the committee that he is in favor of abolishing the two lowest grades, adjusting the salaries of postmasters and supervisors in line with the schedules set forth in S. 376 and increasing the pay of all postal employees in the field service, including postmasters and supervisors, over and above these adjustments by whatever percent the committee felt was equitable but recommended that this increase be not in excess of 10 percent. While the Postmaster General has filed no formal report on S. 355 as reported, there is attached a letter from him directed to S. 355 as reported, giving estimated cost.

OFFICE OF THE POSTMASTER GENERAL,
Washington 25, D. C., August 16, 1951.

Hon. OLIN D. JOHNSTON,
Chairman, Post Office and Civil Service Committee,
United States Senate, Washington, D. C.

DEAR MR. CHAIRMAN: I have your letter of August 14, with which you transmitted a copy of S. 355 in the form in which it was ordered reported to the Senate by your full committee on August 14.

You invite my comment with particular reference to the estimated cost of this proposed legislation. It is estimated that this proposed legislation would cost approximately \$201,000,000 on an annual basis.

Sincerely yours,

J. M. DONALDSON, *Postmaster General.*

Civil Service Commission: In a report strongly opposed enactment of S. 355 as introduced and made a noncommittal report on S. 376 as introduced, with suggested amendments if bill were reported.

The following report from the Civil Service Commission is directed to the bill as reported, and was received after S. 355 was ordered reported:

UNITED STATES CIVIL SERVICE COMMISSION,
Washington, D. C., August 22, 1951.

Hon. OLIN D. JOHNSTON,
Chairman, Committee on Post Office and Civil Service,
Room 134, Senate Office Building, United States Senate,
Washington, D. C.

DEAR SENATOR JOHNSTON: We refer again to your letter of August 9, 1951, requesting a statement of the Commission's views concerning Committee Prints Nos. 2 and 3 on S. 355, a bill to increase the pay of officials and employees of the postal field service.

Our comments are directed principally at Print No. 3, making comparisons where necessary with Print No. 2 and the original bills. S. 355, in Print No. 3, utilizes the format of S. 376 with respect to the method of stating the salaries of these positions. This tabular method is excellent. It permits the consolidation into a small space of much material which is widely distributed in Public Law 134. It is easier than before to locate the salary of any position, and it is easier to understand the salary plan of the postal field service.

In general, the principal purpose of the bill is to grant an 8.8-percent increase in pay, with a maximum increase of \$800. However, special provisions are made

for supervisory positions. Most of the supervisory positions now paid \$4,070 a year or more would receive an increase in pay of \$800. In the postal field service, nearly all except a few of the major supervisory positions in the largest offices are paid from \$4,070 to \$5,670 a year. Expressed in terms of percentage, an \$800 increase for these employees will be from 14 to nearly 20 percent of their present pay. Some supervisory positions now paid less than \$4,070 will receive increases in pay of less than \$800, but in terms of percentage, their increases will range as high as 25 percent. Such increases are far in excess of the increases proposed for positions in similar pay levels under the Classification Act. In S. 622, the bill under consideration for Classification Act employees, the maximum percentage increases are 8.8 percent with a limitation in amount of \$800. For Classification Act positions in the salary range comparable to \$4,070 to \$5,670, the maximum percentage increase is 8.8 percent, or from \$358 to \$500. We seriously question whether there should be such disparity of treatment among positions now receiving comparable salaries.

Apart from this, it may be pointed out that in a few instances the pay provided certain supervisory positions does not seem to carry out the usual pattern in the bill. To cite but one example, the positions of assistant superintendent of buildings, and assistant chief engineer in the custodial service are provided for in the table on page 22 of Print No. 3. In buildings of 20,000,000 but less than 40,000,000 cubic feet the salary provided these positions is only \$4 a year less than for the same positions in buildings with 40,000,000 cubic feet or more. No reason appears for this small difference.

Changes in pay relationships among positions in the automatic grades will result in giving some employees increases in excess of 8.8 percent. For example, window cleaners have been removed from the group now in section 14 (h) of Public Law 134, and are placed in the group now in section 14 (g) of the same law. This will place them in a group with a pay range two grades higher than at present. Changes of this sort may, of course, be desirable as expressing more accurately the proper pay relationships. Most of these changes were incorporated in S. 376 and are continued in Print No. 2. We understand that considerable care was given to the matter of pay relationships in drafting S. 376. However, additional changes in these relationships are made in Print No. 3. General mechanics (custodial service) and clerks in the inspection service would be placed in pay groups giving them two additional grades in addition to all other benefits of the bill.

In S. 376 and in Print No. 2, dispatchers in the motor-vehicle service would remain, as at present, in the automatic grades. Print No. 3 proposes to establish them in the single-rate supervisory group. Such action would give them an increase considerably in excess of 8.8 percent. In fact, Print No. 3 proposes an \$800 increase, to be applied to the present top automatic pay grade, thus raising their pay to \$4,470 a year. This proposed change would introduce a serious problem. Not all dispatchers are now in grade 11. We are informed that approximately 25 are in lower grades. To place them at the pay of \$4,470 would require an increase in pay of more than \$800 a year. Since the bill prohibits increases of more than \$800, these employees would have to be given pay at rates less than \$4,470 not specifically provided in the bill for this position. Moreover, there would appear to be no authority for them to be increased at any later date to the rate prescribed for the position in Print No. 3. A similar problem relates to chief and assistant chief telephone operators, whose positions would also be removed from the automatic grades and placed in the single-rate supervisory group.

In this connection, we would like to point out that the proposed pay for dispatchers in the motor-vehicle service would far exceed the present or proposed pay for similar positions under the Classification Act. The present Classification Act pay for grades CPC-5 and CPC-6 (the grades for positions of comparable duties) ranges from a minimum of \$2,674 to \$3,380. The proposed increase for these Classification Act positions under S. 622 would increase this to a range of from \$2,912 to \$3,660, which is far less than the \$4,470 proposed for the similar positions in the motor-vehicle service.

The bill would continue—in fact extend—the principle long followed in the postal field service of prescribing salaries of supervisory positions primarily upon the basis of the number of employees supervised. We wish again to point out that the Classification Act of 1949 has a strict prohibition against the allocation of supervisory positions subject to that act solely on the size of the organization unit or the number of subordinates supervised. This requirement, formerly in appropriation acts, was incorporated in the Classification Act of 1949 as permanent legislation as a consequence of considerable feeling among Members of

Congress that too great emphasis had been given in allocations of supervisory positions to the number of persons supervised. The Commission heartily concurs in the principle of this prohibition, and believes that it should apply to the entire Government service, including the postal pay system.

The addition of a single employee will frequently result in an increase in pay for the postal service supervisor. This method of pay is an invitation to supervisors to increase, if possible, the number of their subordinates. Such effects are marked in the motor-vehicle and custodial services where the range of positions required to be supervised in each pay grade is quite small. The Commission is of the opinion that in the postal field service, as in the case of positions subject to the Classification Act of 1949, as amended, the number of subordinates supervised should be given effect (in the words of sec. 303 of that act): "* * * only to the extent warranted by the workload of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised; the degree and scope of responsibility delegated to the supervisor; and the kind, degree, and character of the supervision actually exercised."

Another of the principal purposes of the bill is to eliminate the bottom two grades of the present automatic grades and to give those who entered the postal field service after June 30, 1945, a two-grade advancement without service in the grades if they have not otherwise received such advancement through the operation of certain specified laws. Because of the phrase "through the operation of the provisions" of these laws (lines 13, 14, p. 14), we are not certain whether this purpose will be accomplished.

There are a number of instances in which it would appear possible to effect an even greater condensation of existing provisions of Public Law 134. For example, subsection (e) of section 2 of Print No. 3 (p. 11) is probably not necessary. Provisions of this kind were necessary in section 16 of Public Law 134 because positions in the automatic grades in the postal transportation service were limited to certain of the 17 grades provided in section 16 (b) of that act. However, each position or group of positions is listed separately in the table in section 11A of the print, and the number of grades authorized for each position is plainly stated. Thus, clerks assigned to class A lines cannot be promoted above grade 7, nor those assigned to class B lines above grade 9, so that no provision is necessary to limit them to promotion to such grades. Authority for the promotion of these positions through the automatic grades is provided for positions generally in the new section 11A (b) at the top of page 10 of Print No. 3.

We have noted certain minor errors in the bill. Section 11A (b) of Print No. 3 refers in lines 3 to 4, page 10, to "the Railway Mail Service" which is now "the Postal Transportation Service." Section 14 (line 12, p. 25) refers in subsection (a) to "July 6, 1946." This should be "July 6, 1945."

Most of the amendments in Print No. 3 of the provisions in Print No. 2, which your letter states were proposed by various employee organizations, pertain to administrative matters. We do not have sufficient information as to internal operating conditions in the postal field service to ascertain the merits of most of these proposals. However, we believe the language added in lines 6 to 9, page 27 of Print No. 3 is an improvement since it clarifies the purpose of the proposed section 15 (b).

With the exception of the suggestions made herein, the Commission has no objection to the enactment of S. 355 in Print No. 3.

Because of the need for an early reply to your letter, there has not been opportunity to clear this report with the Bureau of the Budget.

By direction of the Commission:

Sincerely yours,

L. A. MOYER, *Executive Director.*

The Comptroller General: In his reports on both bills, as introduced, the Comptroller General concluded by saying:

It appears that the desired purpose could be accomplished by an entirely new reclassification bill which would repeal obsolete legislation and incorporate the numerous amendments and supplements to controlling statutes with more equitable provisions for conversion of grades and a graduated scale for increased salaries. * * * Any postal service legislation which provides such an extensive change in grades and rates of compensation as here proposed should be made effective at the beginning of a fiscal quarter, rather than at the beginning of a pay period as proposed.

CHANGES IN EXISTING LAW

In compliance with subsection (4) of rule XXIX of the Standing Rules of the Senate, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italics, existing law in which no change is proposed is shown in roman):

THE ACT OF JULY 6, 1945 (PUBLIC LAW 134, 79TH CONG.), AS AMENDED

AN ACT To reclassify the salaries of postmasters, officers, and employees of the Postal Service; to establish uniform procedures for computing compensation; and for other purposes

* * * * *

SEC. 8. (a) [The compensation of postmasters shall be annual salaries to be fixed by the Postmaster General from their respective quarterly returns for the calendar year immediately preceding the adjustment, based on gross postal receipts at the following rates] *The salaries of postmasters and assistant postmasters at all classes of post offices and of officers and supervisory employees at post offices of the first class shall be annual salaries, to be fixed by the Postmaster General based upon gross postal receipts as shown in the quarterly returns of the respective post offices for the calendar year immediately preceding, at the following rates: Provided, That subsection (c) of section 1001 of the Revenue Act of 1932 (47 Stat. 285), as amended, is hereby repealed, retroactive to January 1, 1944, and thereafter the gross postal receipts shall be counted for the purpose of determining the class of the post office or the compensation or allowances of postmasters or other employees, whose compensation or allowances are based on the annual receipts of such offices: Provided further, That in fixing the salaries of the postmaster and supervisory employees in the post office at Washington, District of Columbia, the Postmaster General may, in his discretion, add not to exceed 75 per centum to the gross receipts of that office:*

[FIRST CLASS

[\$40,000 but less than \$50,000—\$4,570,
 [\$50,000 but less than \$60,000—\$4,670,
 [\$60,000 but less than \$75,000—\$4,770,
 [\$75,000 but less than \$90,000—\$4,870,
 [\$90,000 but less than \$120,000—\$4,970,
 [\$120,000 but less than \$150,000—\$5,070,
 [\$150,000 but less than \$200,000—\$5,170,
 [\$200,000 but less than \$250,000—\$5,270,
 [\$250,000 but less than \$300,000—\$5,370,
 [\$300,000 but less than \$400,000—\$5,570,
 [\$400,000 but less than \$500,000—\$5,770,
 [\$500,000 but less than \$600,000—\$6,270,
 [\$600,000 but less than \$1,000,000—\$6,570,
 [\$1,000,000 but less than \$1,500,000—\$6,970,
 [\$1,500,000 but less than \$3,000,000—\$7,970,
 [\$3,000,000 but less than \$7,000,000—\$8,970,
 [\$7,000,000 but less than \$10,000,000—\$9,970,
 [\$10,000,000 but less than \$20,000,000—\$10,970,
 [\$20,000,000 but less than \$40,000,000—\$11,970,
 [\$40,000,000 and upward—\$12,970,

[SECOND CLASS

[\$8,000 but less than \$12,000—\$3,970,
 [\$12,000 but less than \$15,000—\$3,970,
 [\$15,000 but less than \$18,000—\$3,970,
 [\$18,000 but less than \$22,000—\$4,070,
 [\$22,000 but less than \$27,000—\$4,170,
 [\$27,000 but less than \$33,000—\$4,270,
 [\$33,000 but less than \$40,000—\$4,370,]

COMPENSATION AND GRADES OF POSTAL EMPLOYEES

POST OFFICES OF THE FIRST CLASS

Gross receipts	Per annum rates					
	Post-master	Assistant post-master	General superintendent of mails, general superintendent of finance	Assistant general superintendent of mails	Assistant general superintendent of finance	Superintendents
\$20,000,000 and up	\$15, 770	\$3, 470	\$7, 470	\$6, 870	\$6, 870	\$6, 470
\$10,000,000 to \$20,000,000	15, 770	8, 470	7, 470	6, 870	6, 870	6, 470
\$20,000,000 to \$10,000,000	12, 770	7, 970	7, 270	6, 870	6, 870	6, 470
\$10,000,000 to \$20,000,000	11, 770	7, 070	6, 870	6, 670	6, 670	6, 270
\$7,000,000 to \$10,000,000	10, 770	6, 870	6, 570	6, 470	6, 470	6, 170

Gross receipts	Per annum rates								
	Senior assistant superintendents	Chief station examiner	Assistant superintendents	Auditor	Assistant auditor	Station examiners	General foremen	Foremen	Clerks in charge
\$20,000,000 and up-----	\$5, 270	\$5, 470	\$5, 670	\$6, 170	\$5, 470	\$5, 170	\$5, 570	\$4, 896	\$4, 570
\$40,000,000 to \$80,000,000-----	6, 270	5, 470	5, 670	6, 170	5, 470	5, 170	5, 331	4, 896	4, 570
\$80,000,000 to \$10,000,000-----	6, 202	5, 470	5, 670	5, 984	5, 470	5, 170	5, 331	4, 896	4, 570
\$10,000,000 to \$20,000,000-----	5, 870	5, 370	5, 658	4, 970	4, 870	4, 970	5, 114	4, 896	4, 570
\$7,000,000 to \$10,000,000----	5, 768	5, 370	5, 270	4, 870	4, 770	4, 970	5, 005	4, 896	4, 570

Gross receipts	Per annum rates						
	Post-master	Assistant post-master	Superintendent of mails	Superintendent of finance	Superintendent of money orders	Senior assistant superintendent of mails	Assistant superintendents of mails
\$3,000,000 to \$7,000,000 -----	\$9,770	\$6,270	\$6,070	\$5,770	\$5,470	\$5,670	\$5,270
\$1,500,000 to \$3,000,000 -----	8,770	6,070	5,870	5,470	5,170	5,470	5,270
\$1,000,000 to \$1,500,000 -----	7,770	6,070	5,870	5,470	5,170	5,270	5,070
\$600,000 to \$1,000,000 -----	7,370	5,970	5,670	5,270	5,070	5,070	5,070
\$500,000 to \$600,000 -----	7,070	5,870	5,470	5,170	4,970	5,070	5,070
\$400,000 to \$500,000 -----	6,570	5,770	5,370			5,005	5,005
\$300,000 to \$400,000 -----	6,370	5,670	5,370			5,005	5,005
\$250,000 to \$300,000 -----	6,170	5,570	5,270				5,005
\$200,000 to \$250,000 -----	6,070	5,470	5,170				
\$150,000 to \$200,000 -----	5,970	5,370	5,170				
\$120,000 to \$150,000 -----	5,870	5,270	5,070				
\$90,000 to \$120,000 -----	5,770	5,170	5,005				
\$75,000 to \$90,000 -----	5,670	5,070	4,896				
\$60,000 to \$75,000 -----	5,570	4,970	4,787				
\$50,000 to \$60,000 -----	5,470	4,970	4,678				
\$40,000 to \$50,000 -----	5,370	4,896	4,570				

Gross receipts	Per annum rates						
	Assistant superintendents of finance	Assistant superintendents of money orders	Auditor	Station examiners	General foremen	Foremen	Clerks in charge
\$3,000,000 to \$7,000,000 -----	\$5,270	\$4,970	\$4,870	\$4,970	\$5,005	\$4,787	\$4,570
\$1,500,000 to \$3,000,000 -----	4,870	4,870	4,870	4,870	4,896	4,787	4,570
\$1,000,000 to \$1,500,000 -----	4,870	4,870	4,870	4,870	4,896	4,787	4,570
\$600,000 to \$1,000,000 -----						4,787	4,570
\$500,000 to \$600,000 -----						4,787	4,570
\$400,000 to \$500,000 -----						4,787	4,570
\$300,000 to \$400,000 -----						4,787	4,570
\$250,000 to \$300,000 -----						4,787	4,570
\$200,000 to \$250,000 -----						4,787	4,570
\$150,000 to \$200,000 -----						4,787	4,570
\$120,000 to \$150,000 -----						4,787	4,570
\$90,000 to \$120,000 -----						4,787	4,570

POST OFFICES OF THE SECOND CLASS

Gross receipts	Per annum rates	
	Post-master	Assistant postmaster
\$27,000 to \$39,999.99	\$5,070	\$4,670
\$18,000 to \$26,999.99	4,870	4,570
\$12,000 to \$17,999.99	4,770	4,461
\$8,000 to \$11,999.99	4,770	4,352

Provided, That where the gross postal receipts of a post office of the second class for each of two consecutive calendar years are less than \$8,000, or where in any calendar year the gross postal receipts are less than \$7,000, it shall be relegated to the third class.

THIRD CLASS

\$1,500 but less than \$1,600—\$2,370,
\$1,600 but less than \$1,700—\$2,470,
\$1,700 but less than \$1,900—\$2,570,
\$1,900 but less than \$2,100—\$2,670,
\$2,100 but less than \$2,400—\$2,770,
\$2,400 but less than \$2,700—\$2,870,
\$2,700 but less than \$3,000—\$2,970,
\$3,000 but less than \$3,500—\$3,070,
\$3,500 but less than \$4,200—\$3,170,
\$4,200 but less than \$5,000—\$3,270,
\$5,000 but less than \$6,000—\$3,370,
\$6,000 but less than \$7,000—\$3,470,
\$7,000 but less than \$8,000—\$3,570,

FOURTH CLASS

Less than \$100—\$264.60,
\$100 but less than \$150—\$415.80,
\$150 but less than \$200—\$548.10,
\$200 but less than \$250—\$680.40,
\$250 but less than \$300—\$812.70,
\$300 but less than \$350—\$926.10,
\$350 but less than \$400—\$1,001.70,
\$400 but less than \$450—\$1,077.30,
\$450 but less than \$500—\$1,134.00,
\$500 but less than \$600—\$1,266.30,
\$600 but less than \$700—\$1,417.50,
\$700 but less than \$800—\$1,549.80,
\$800 but less than \$900—\$1,682.10,
\$900 but less than \$1,000—\$1,814.40,
\$1,000 but less than \$1,100—\$1,946.70,
\$1,100 but less than \$1,500—\$2,079.00,]

POST OFFICES OF THE THIRD CLASS

Gross receipts	Per annum rates, postmasters
\$7,000 to \$7,999.99	\$4,298
\$6,000 to \$6,999.99	4,162
\$5,000 to \$5,999.99	4,058
\$4,200 to \$4,999.99	3,917
\$3,500 to \$4,199.99	3,781
\$3,000 to \$3,499.99	3,645
\$2,700 to \$2,999.99	3,509
\$2,400 to \$2,699.99	3,400
\$2,100 to \$2,399.99	3,264
\$1,900 to \$2,099.99	3,128
\$1,700 to \$1,899.99	3,019
\$1,500 to \$1,699.99	2,883

"Provided, That where the gross postal receipts of a post office of the third class for each of two consecutive calendar years are less than \$1,500, or where in any calendar year the gross postal receipts are less than \$1,400, it shall be relegated to the fourth class.

POST OFFICES OF THE FOURTH CLASS

	Per annum rates, postmasters
\$1,500 to \$1,499.99	\$2,611.20
\$1,100 to \$1,299.99	2,437.12
\$1,000 to \$1,099.99	2,284.80
\$900 to \$999.99	2,176.00
\$800 to \$899.99	2,045.44
\$700 to \$799.99	1,914.88
\$600 to \$699.99	1,762.56
\$500 to \$599.99	1,588.48
\$450 to \$499.99	1,441.60
\$400 to \$449.99	1,327.36
\$350 to \$399.99	1,218.56
\$300 to \$349.99	1,109.76
\$250 to \$299.99	979.20
\$200 to \$249.99	848.64
\$150 to \$199.99	685.44
\$100 to \$149.99	522.24
Less than \$100	326.40

(b) The base annual compensation of an incumbent postmaster shall not be reduced in the readjustment to conform to the provisions of this Act, except for a decrease in gross postal receipts to an amount for which a lower salary grade is provided: *Provided*, That incumbent postmasters in offices having receipts of \$600,000 but less than \$1,500,000 shall not have their salary reduced unless the receipts of their respective offices drop below \$600,000 for any one calendar year.

(c) *At central accounting offices where the gross postal receipts are less than \$7,000,000, the superintendent of finance, or the employee in charge of central accounting records and adjustments of the accounts, shall be allowed \$200 per annum in addition to the salary specified in subsection (a).* *At central accounting offices with receipts of less than \$1,000,000, the employee performing the duties of an auditor shall be allowed a salary equal to that of a foreman.* *At central accounting offices with receipts of \$7,000,000 and up, the auditor shall be allowed a salary equal to that of the senior assistant superintendent; and at central accounting offices with receipts of \$3,000,000 to \$7,000,000, the auditor shall be allowed a salary equal to that of the assistant superintendent of finance.*

[SALARIES OF SUPERVISORS, OFFICES OF THE FIRST CLASS

[SEC. 9. (a) At post offices of the first class the annual salaries of supervisory employees shall be based on gross postal receipts for the preceding calendar year as follows:

[(b) Receipts of \$40,000 but less than \$75,000—assistant postmaster, \$4,170; superintendent of mails, \$4,070.

[(c) Receipts of \$75,000 but less than \$90,000—assistant postmaster, \$4,270; superintendent of mails, \$4,170.

[(d) Receipts of \$90,000 but less than \$120,000—assistant postmaster, \$4,370; superintendent of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(e) Receipts of \$120,000 but less than \$150,000—assistant postmaster, \$4,470; superintendent of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(f) Receipts of \$150,000 but less than \$200,000—assistant postmaster, \$4,570; superintendent of mails, \$4,370; foremen, \$4,170; clerks in charge, \$4,070.

[(g) Receipts of \$200,000 but less than \$250,000—assistant postmaster, \$4,670; superintendent of mails, \$4,370; foremen, \$4,170; clerks in charge, \$4,070.

[(h) Receipts of \$250,000 but less than \$300,000—assistant postmaster, \$4,770; superintendent of mails, \$4,470; assistant superintendent of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(i) Receipts of \$300,000 but less than \$400,000—assistant postmaster, \$4,870; superintendent of mails, \$4,570; assistant superintendent of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(j) Receipts of \$400,000 but less than \$500,000—assistant postmaster, \$4,970; superintendent of mails, \$4,570; assistant superintendent of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(k) Receipts of \$500,000 but less than \$600,000—assistant postmaster, \$5,070; superintendent of mails, \$4,670; superintendent of postal finance, \$4,370; superintendent of money orders, \$4,170; assistant superintendents of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(l) Receipts of \$600,000 but less than \$1,000,000—assistant postmaster, \$5,170; superintendent of mails, \$4,870; superintendent of postal finance, \$4,470; superintendent of money orders, \$4,270; assistant superintendents of mails, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(m) Receipts of \$1,000,000 but less than \$2,000,000—assistant postmaster, \$5,270; superintendent of mails, \$5,070; superintendent of postal finance, \$4,670; assistant superintendent of postal finance, \$4,070; superintendent of money orders, \$4,370; assistant superintendent of money orders, \$4,070; assistant superintendents of mails, \$4,470; auditor, \$4,070; station examiners, \$4,070; general foremen, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(n) Receipts of \$2,000,000 but less than \$3,000,000—assistant postmaster, \$5,370; superintendent of mails, \$5,170; superintendent of postal finance, \$4,770; assistant superintendent of postal finance, \$4,270; superintendent of money orders, \$4,470; assistant superintendent of money orders, \$4,070; senior assistant superintendent of mails, \$4,670; assistant superintendents of mails, \$4,470; auditor, \$4,070; station examiners, \$4,070; general foremen, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(o) Receipts of \$3,000,000 but less than \$5,000,000—assistant postmaster, \$5,470; superintendent of mails, \$5,270; superintendent of postal finance, \$4,970; assistant superintendent of postal finance, \$4,470; superintendent of money orders, \$4,670; assistant superintendent of money orders, \$4,170; senior assistant superintendent of mails, \$4,870; assistant superintendents of mails, \$4,470; auditor, \$4,070; station examiners, \$4,170; general foremen, \$4,270; foremen, \$4,170; clerks in charge, \$4,070.

[(p) Receipts of \$5,000,000 but less than \$7,000,000—assistant postmaster, \$5,670; superintendent of mails, \$5,470; superintendent of postal finance, \$5,170; assistant superintendent of postal finance, \$4,470; superintendent of money orders, \$4,870; assistant superintendent of money orders, \$4,270; senior assistant superintendent of mails, \$5,070; assistant superintendents of mails, \$4,670; auditor, \$4,070; station examiners, \$4,170; general foremen, \$4,470; foremen, \$4,170; clerks in charge, \$4,070.

[(q) Receipts of \$7,000,000 but less than \$9,000,000—assistant postmaster, \$6,070; superintendent of mails, \$5,770; superintendent of postal finance, \$5,370; assistant superintendent of postal finance, \$4,770; superintendent of money orders, \$4,970; assistant superintendent of money orders, \$4,470; senior assistant superintendent of mails, \$5,270; assistant superintendents of mails, \$4,870; auditor, \$4,070; station examiners, \$4,170; general foremen, \$4,470; foremen, \$4,170; clerks in charge, \$4,070.

[(r) Receipts of \$9,000,000 but less than \$14,000,000—assistant postmaster, \$6,270; general superintendent of finance, \$6,070; general superintendent of mails, \$6,070; superintendent of postal finance, \$5,470; superintendent of money orders, \$5,470; superintendent of incoming mails, \$5,470; superintendent of outgoing mails, \$5,470; superintendent of carriers, \$5,470; superintendent of registry, \$5,470; senior assistant superintendents, \$5,070; assistant superintendents, \$4,870; auditor, \$4,570; chief station examiner, \$4,570; station examiners, \$4,170; general foremen, \$4,470; foremen, \$4,170; clerks in charge, \$4,070.

[(s) Receipts of \$14,000,000 but less than \$20,000,000—assistant postmaster, \$6,670; general superintendent of finance, \$6,170; general superintendent of mails, \$6,170; assistant general superintendent of mails, \$5,870; superintendent of postal finance, \$5,470; superintendent of money orders, \$5,470; superintendent of incoming mails, \$5,470; superintendent of outgoing mails, \$5,470; superintendent of carriers, \$5,470; superintendent of registry, \$5,470; senior assistant superintendents, \$5,070; assistant superintendents, \$4,870; auditor, \$4,570; chief station examiner, \$4,570; station examiners, \$4,170; general foremen, \$4,470; foremen, \$4,170; clerks in charge, \$4,070.

[(t) Receipts of \$20,000,000 but less than \$40,000,000—assistant postmaster, \$7,170; general superintendent of finance, \$6,470; general superintendent of mails, \$6,470; assistant general superintendent of mails, \$6,070; superintendent of postal finance, \$5,670; superintendent of money orders, \$5,670; superintendent of incoming mails, \$5,670; superintendent of outgoing mails, \$5,670; superintendent of carriers, \$5,670; superintendent of registry, \$5,670; senior assistant superintendents, \$5,470; assistant superintendents, \$4,870; auditor, \$5,370; assistant

auditor, \$4,670; chief station examiner, \$4,670; station examiners, \$4,370; general foremen, \$4,570; foremen, \$4,170; clerks in charge, \$4,070.

[(u) Receipts of \$40,000,000 and up—assistant postmaster, \$7,670; general superintendent of finance, \$6,670; general superintendent of mails, \$6,670; assistant general superintendent of finance, \$6,070; assistant general superintendent of mails, \$6,070; superintendent of postal finance, \$5,670; superintendent of money orders, \$5,670; superintendent of incoming mails, \$5,670; superintendent of outgoing mails, \$5,670; superintendent of carriers, \$5,670; superintendent of registry, \$5,670; senior assistant superintendents, \$5,470; assistant superintendents, \$4,870; auditor, \$5,370; assistant auditor, \$4,670; chief station examiner, \$4,670; station examiners, \$4,370; general foremen, \$4,570; foremen, \$4,170; clerks in charge, \$4,070.

[(v) The annual salaries of supervisors in the United States Stamped Envelope Agency shall be as follows:

[Agent, \$4,970; assistant agent, \$4,470.

[(w) The salary of superintendents of classified stations shall be based on the number of employees assigned thereto and the annual postal receipts. No allowance shall be made for sales of stamps to patrons residing outside of the territory of the stations. At classified stations each \$25,000 of postal receipts shall be considered equal to one additional employee: *Provided*, That in determining the number of employees at a classified station, credit shall be allowed for service performed by regular employees, substitute employees other than those serving in lieu of regular employees absent from duty for any cause and temporary employees assigned to the station, and for each two thousand and twenty-four hours of service performed by such employees the station superintendent shall be allowed credit for one employee.

[(x) At classified stations the salaries of superintendents, and, where there are more than fifty employees, assistant superintendents, shall be as follows: One to five employees—superintendent, \$4,170; six to fifteen employees—superintendent, \$4,270; sixteen to twenty-five employees—superintendent, \$4,370; twenty-six to fifty employees—superintendent, \$4,570; fifty-one to seventy-five employees—superintendent, \$4,670; assistant superintendents, \$4,170; seventy-six to one hundred employees—superintendent, \$4,770; one hundred and one to one hundred and fifty employees—superintendent, \$4,870; assistant superintendents, \$4,370; one hundred and fifty-one to two hundred employees—superintendent, \$4,970; assistant superintendents, \$4,470; two hundred and one to three hundred employees—superintendent, \$5,170; assistant superintendents, \$4,670; three hundred and one to four hundred employees—superintendent, \$5,270; assistant superintendents, \$4,770; four hundred and one to five hundred employees—superintendent, \$5,370; assistant superintendents, \$4,870; five hundred and one to one thousand employees—superintendent, \$5,570; assistant superintendents, \$5,070; one thousand and one employees and up—superintendent, \$5,670; assistant superintendents, \$5,170.

[(y) In readjusting supervisory positions at first-class post offices to conform to the provisions of this Act reassignments shall be made as follows:

[AT POST OFFICES WITH RECEIPTS OF \$9,000,000 AND UP

[One of the assistant postmasters shall be the assistant postmaster and the other assistant postmaster shall be one of the general superintendents.

[The superintendent of mails, the superintendent of delivery, the postal cashier, superintendent of registry, or the superintendent of money orders shall be the other general superintendent: *Provided*, That the auditor at offices with receipts of \$20,000,000 and up, and the money-order cashier at offices with receipts of less than \$20,000,000 may be selected for the position of general superintendent and assigned accordingly.

[Unless otherwise assigned as provided herein, the postal cashier shall be superintendent of postal finance, and at offices with receipts less than \$20,000,000 the money-order cashier shall be superintendent of money orders.

[At offices with receipts of \$40,000,000 and up, selections for assistant general superintendent of finance and assistant general superintendent of mails shall be made from the positions of superintendent of mails, superintendent of delivery, superintendent of money orders, superintendent of registry, assistant superintendent of money orders, auditor, and postal cashier; and those selected shall be assigned accordingly: *Provided*, That at offices with receipts less than \$40,000,000 the superintendent of mails or the superintendent of delivery shall be the assistant general superintendent of mails.

[At offices with receipts of \$20,000,000 and up, the assistant superintendent of money orders and the money-order cashier shall be senior assistant superintendents of money orders, unless otherwise assigned as provided herein.

[Assistant superintendents whose annual base pay is \$3,700 or more who are not otherwise assigned as provided herein shall be senior assistant superintendents. Assistant superintendents whose annual base pay is \$3,500 shall be assistant superintendents. Assistant superintendents whose annual base pay is \$3,100 or less shall be general foremen.

[Foremen whose annual base pay is \$2,700 shall be foremen and foremen whose annual base pay is less than \$2,700 shall be clerks in charge.

[At offices with receipts less than \$20,000,000 the chief bookkeeper or assistant cashier who performs the duties of auditor shall be auditor, and at offices with receipts of \$20,000,000 and up a senior salary grade bookkeeper or the employee performing the duties of chief bookkeeper shall be assistant auditor. Other bookkeepers whose annual base pay is \$3,300 shall be general foremen; those whose annual base pay is \$2,800 shall be foremen, and those whose annual base pay is \$2,600 or less shall be clerks in charge.

[The station examiner or the assistant cashier performing the duties of chief station examiner shall be chief station examiner. Senior salary grade assistant cashiers shall be senior assistant superintendents of postal finance or money orders, where such positions are authorized by the Postmaster General; assistant cashiers whose annual base pay is \$3,200 or \$3,300 shall be assistant superintendents; assistant cashiers whose annual base pay is \$3,100 shall be general foremen; assistant cashiers whose annual base pay is \$2,800 shall be foremen and those whose annual base pay is \$2,600 shall be clerks in charge.

[AT POST OFFICES WITH RECEIPTS OF \$2,000,000 BUT LESS THAN \$9,000,000

[The postal cashier shall be superintendent of postal finance and the money-order cashier shall be superintendent of money orders. Senior salary grade assistant cashiers shall be assistant superintendents of postal finance and of money orders, respectively, and other assistant cashiers shall be general foremen, foremen, or clerks in charge, based on the title and salary that most nearly approximates their annual base pay plus \$400.

[At offices with receipts of \$2,000,000 but less than \$5,000,000 assistant superintendents of mails whose annual base pay is \$3,300 or \$3,500 shall be senior assistant superintendent of mails, and those whose annual base pay is \$3,000 or \$3,100 shall be assistant superintendents of mails; those whose annual base pay is less than \$3,000 shall be general foremen. At offices with receipts of \$5,000,000 but less than \$9,000,000 assistant superintendents whose annual base pay is \$3,700 or \$3,900 shall be senior assistant superintendents of mails, and those whose annual base pay is \$3,300 or \$3,500 shall be assistant superintendents of mails; those whose annual base pay is less than \$3,300 shall be general foremen.

[Foremen whose annual base pay is \$2,600 shall be foremen and those whose annual base pay is less than \$2,600 shall be clerks in charge. The bookkeeper or other supervisor who performs the duties of auditor shall be auditor, and other bookkeepers shall be clerks in charge.

[AT POST OFFICES WITH RECEIPTS OF \$500,000 BUT LESS THAN \$2,000,000

[The postal cashier shall be superintendent of postal finance and the money-order cashier shall be superintendent of money orders.

[At offices with receipts of \$1,000,000 but less than \$2,000,000, assistant cashiers shall be assistant superintendents of postal finance and money orders, respectively.

[Bookkeepers or employees performing the duties of auditor shall be auditors where such positions are provided; otherwise they shall be clerks in charge.

[Station examiners or employees performing the duties of station examiners shall be station examiners where such positions are provided; otherwise they shall be clerks in charge.

[At offices with receipts of \$1,000,000 but less than \$2,000,000, assistant superintendents of mails whose annual base pay is \$3,100 shall be assistant superintendents of mails; those whose annual base pay is less than \$3,100 shall be general foremen.

[At offices with receipts of \$1,000,000 but less than \$2,000,000, foremen whose annual base pay is \$2,600 shall be foremen; those whose annual base pay is less than \$2,600 shall be clerks in charge.

[(z) At central accounting offices where the gross postal receipts are less than \$5,000,000 the superintendent of postal finance, or the employee in charge of such records and adjustments of the accounts, shall be allowed an increase of \$200 per

annum. At central accounting offices with gross postal receipts of \$9,000,000 and up, the auditor shall be allowed a salary equal to that of the senior assistant superintendent; at central accounting offices with receipts of \$2,000,000 but less than \$9,000,000, the auditor shall be allowed a salary equal to that of the assistant superintendent of postal finance; at central accounting offices with receipts of less than \$2,000,000, the employee performing the duties of auditor shall be allowed a salary equal to that of foremen.】

SUPERVISORS IN THE UNITED STATES STAMPED ENVELOPE AGENCY; SUPERINTENDENTS AND ASSISTANT SUPERINTENDENTS OF CLASSIFIED STATIONS AND BRANCHES

Sec. 9. (a) The annual salaries of supervisors in the United States Stamped Envelope Agency shall be as follows:

Agent, \$5,770; assistant agent, \$5,270.

(b) The salary of superintendents and assistant superintendents of classified stations shall be based on the number of employees assigned thereto and the annual postal receipts. No allowance shall be made for sales of stamps to patrons residing outside of the territory of the stations. At classified stations each \$25,000 of postal receipts shall be considered equal to one additional employee: Provided, That in determining the number of employees at a classified station, credit shall be allowed for service performed by regular employees, substitute employees other than those serving in lieu of regular employees absent from duty for any cause, and temporary employees assigned to the station, and for each two thousand and twenty-four hours of service performed by such employees credit shall be allowed for one employee.

(c) At classified stations, the annual salaries of superintendents and assistant superintendents shall be as follows:

Number of employees	Superintendent	Assistant superintendents
2,001 and up	\$6,470	\$5,970
1,001 to 2,000	6,470	5,970
501 to 1,000	6,370	5,870
401 to 500	6,170	5,670
301 to 400	6,070	5,570
201 to 300	5,970	5,470
151 to 200	5,770	5,270
101 to 150	5,670	5,170
76 to 100	5,549	5,005
51 to 75	5,331	4,787
26 to 50	5,114	-----
16 to 25	5,005	-----
6 to 15	4,787	-----
1 to 5	4,678	-----

【SALARIES OF ASSISTANT POSTMASTERS, OFFICES OF THE SECOND CLASS

【SEC. 10. At post offices of the second class the annual salaries of assistant postmasters shall be based on gross postal receipts for the preceding calendar year as follows:

【\$8,000 but less than \$10,000—\$3,770,
 【\$10,000 but less than \$12,000—\$3,770,
 【\$12,000 but less than \$15,000—\$3,770,
 【\$15,000 but less than \$18,000—\$3,770,
 【\$18,000 but less than \$22,000—\$3,770,
 【\$22,000 but less than \$27,000—\$3,870,
 【\$27,000 but less than \$33,000—\$3,870,
 【\$33,000 but less than \$40,000—\$3,870,】

SEC. 11. 【(a) The Postmaster General shall determine the supervisory needs at post offices of the first and second classes and shall fix the number of supervisors to be employed in accordance with the salary schedules provided in sections 9 and 10: *Provided, That not more than one assistant postmaster may be employed at any post office.】*

(a) The Postmaster General shall determine the supervisory needs in each organizational unit in the field service of the Post Office Department and shall fix the number of supervisors to be employed in accordance with the salary schedules provided in sections 8 (a), 9, 13 (a), 14 (a), 15 (a), 15 (b), 16 (a), 18 (a), and 19 (b) of this Act: Provided, That not more than one assistant postmaster may be employed at any post office.

(b) Regular clerks and carriers of grade 【9】 7 and above in first- and second-class post offices shall be eligible for promotion to the higher positions in their

respective offices, and if for any reasons such clerks and carriers of grade [9] 7 and above are not available those clerks and carriers in the lower grades in such offices shall be eligible for such promotions.

GRADES AND SALARIES OF EMPLOYEES IN THE AUTOMATIC GRADES

SEC. 11A. (a) Employees shall be divided into grades and shall receive basic annual salaries or hourly rates of pay as shown in the following compensation schedules:

Regular employees	Grades								
	1	2	3	4	5	6	7	8	9
Clerks in post offices of the third class; carriers in village delivery service	2,579	2,687	2,796	2,905	-----	-----	-----	-----	-----
Laborers; cleaners; matrons, head charmen and head charwomen; junior mechanics	2,687	2,796	2,905	3,014	3,123	-----	-----	-----	-----
Firemen laborers; elevator operators	2,796	2,905	3,014	3,123	3,231	-----	-----	-----	-----
Mail handlers; messengers; watchmen; operators of the pneumatic tube service; garagemen; drivers; skilled laborers; sewers	3,014	3,123	3,231	3,340	-----	-----	-----	-----	-----
Telephone operators; firemen; guards; window cleaners; skilled helpers	3,014	3,123	3,231	3,340	3,449	-----	-----	-----	-----
Special delivery messengers	3,014	3,123	3,231	3,340	3,449	3,558	3,667	-----	-----
Elevator starters	3,123	3,231	3,340	3,449	3,558	-----	-----	-----	-----
Clerks; carriers in the city delivery service; dispatchers of the pneumatic tube service; driver mechanics and general mechanics in motor vehicle service; nurses	3,123	3,231	3,340	3,449	3,558	3,667	3,775	3,884	3,993
Assistant enginemen; general mechanics (custodial); elevator mechanic helpers; pressmen, lockmakers, mail bag repairers, mail bag examiners, postmarking stamp makers, and mechanics in mail equipment shops; requisition fillers and packers in Division of Equipment and Supplies	3,340	3,449	3,558	3,667	3,775	-----	-----	-----	-----
Postal transportation clerks on class A runs, in terminals, air-mail fields and offices of division superintendents and district superintendents; operators of highway post-office vehicles	3,340	3,449	3,558	3,667	3,775	3,884	3,993	-----	-----
Postal transportation clerks on class B runs; transfer clerks in transfer offices and in air-mail fields; clerks in inspection service	3,340	3,449	3,558	3,667	3,775	3,884	3,993	4,102	4,211
Mechanics; painters	3,558	3,667	3,775	3,884	3,993	4,102	-----	-----	-----
Elevator mechanics	3,775	3,884	3,993	4,102	4,211	4,319	-----	-----	-----
Special mechanics	4,211	4,319	-----	-----	-----	-----	-----	-----	-----
Principal review clerks	4,211	4,319	4,428	4,538	-----	-----	-----	-----	-----
Traveling mechanics	4,537	4,646	4,755	4,863	4,972	5,081	5,190	-----	-----
Cost accounting clerks, purchasing clerks, and draftsmen in mail equipment shops	4,755	4,863	-----	-----	-----	-----	-----	-----	-----
Examiners of equipment and supplies	5,081	5,190	5,299	5,409	5,516	5,625	5,734	5,843	-----
Carriers in rural delivery service:									
Fixed compensation per annum	1,289	1,320	1,352	1,383	1,414	1,446	1,477	1,509	1,540
Compensation per mile per annum for each mile up to 30 miles of route	58	60	62	64	66	68	70	72	74
For each mile of route over 30 miles	20	20	20	20	20	20	20	20	20
SUBSTITUTE, TEMPORARY, AUXILIARY, AND CHAR EMPLOYEES									
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:									
Fixed compensation per annum	1,289	-----	-----	-----	-----	-----	-----	-----	-----
Compensation per mile per annum:									
For each mile up to 30 miles of route	58	-----	-----	-----	-----	-----	-----	-----	-----
For each mile of route over 30 miles	20	-----	-----	-----	-----	-----	-----	-----	-----
Temporary carriers in rural delivery service on routes having regular carrier absent without pay	(1)	-----	-----	-----	-----	-----	-----	-----	-----
Substitute carriers in rural delivery service on routes having regular carriers absent with pay	(1)	-----	-----	-----	-----	-----	-----	-----	-----
Hourly rates									
Clerks in post offices of the third class; carriers in village delivery service	1.26	1.33	1.38	1.43	-----	-----	-----	-----	-----
Charmen and charwomen	1.34	1.39	-----	-----	-----	-----	-----	-----	-----
Mail handlers, messengers, watchmen; operators of the pneumatic tube service; garagemen, drivers	1.49	1.54	1.59	1.65	-----	-----	-----	-----	-----
Special delivery messengers	1.49	1.54	1.59	1.65	1.70	1.76	1.81	-----	-----
Clerks; carriers in city delivery service; driver mechanics; general mechanics; dispatchers of the pneumatic tube service	1.54	1.59	1.65	1.70	1.76	1.81	1.87	1.92	1.97
Postal transportation clerks	1.65	1.70	1.76	1.81	1.87	1.92	1.97	-----	-----
Special mechanics	1.88	-----	-----	-----	-----	-----	-----	-----	-----

¹ Rate authorized for the regular carrier.

(b) *Employees for whom annual salaries are provided by subsection (a), charmen and charwomen, substitute railway postal clerks, and substitute mail handlers in the Railway Mail Service shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the top automatic grade.*

SALARIES OF CLERICAL AND CARRIER EMPLOYEES AT FIRST-, SECOND-, AND THIRD-CLASS POST OFFICES AND DISPATCHERS AND OPERATORS OF THE PNEUMATIC TUBE SERVICE

SEC. 12. [(a) Carriers in the City Delivery Service, clerks in post offices of the first and second classes, clerks in the United States Stamped Envelope Agency, and dispatchers of the pneumatic tube service shall be divided into eleven grades as follows:

Grade 1.....	\$2, 670	Grade 7.....	\$3, 270
Grade 2.....	2, 770	Grade 8.....	3, 370
Grade 3.....	2, 870	Grade 9.....	3, 470
Grade 4.....	2, 970	Grade 10.....	3, 570
Grade 5.....	3, 070	Grade 11.....	3, 670
Grade 6.....	3, 170		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eleventh grade: *Provided further*, That marine carriers assigned to the Detroit River Marine Service shall be paid an annual salary of \$300 in excess of the highest salary provided for carriers in the automatic grades in the City Delivery Service: *And provided further*, That the annual salary of such marine carriers shall not be in excess of \$3,970.

[The pay of substitute, temporary, or auxiliary employees in the services named in the preceding paragraphs shall be on an hourly basis at the following rates:

Grade 1.....	\$1. 31½	Grade 7.....	\$1. 61½
Grade 2.....	1. 36½	Grade 8.....	1. 66½
Grade 3.....	1. 41½	Grade 9.....	1. 71½
Grade 4.....	1. 46½	Grade 10.....	1. 76½
Grade 5.....	1. 51½	Grade 11.....	1. 81½
Grade 6.....	1. 56½		

(a) *Marine carriers assigned to the Detroit River Marine Service shall be paid an annual salary of \$300 in excess of the highest salary provided for carriers in the automatic grades in the City Delivery Service: Provided*, That the annual salary of such marine carriers shall not be in excess of \$4,293.

[(b) Mail handlers, messengers, and watchmen at post offices of the first and second classes paid from appropriations of the First Assistant Postmaster General; and operators of the pneumatic tube service; shall be divided into six grades with annual salaries as follows:

Grade 1.....	\$2, 570	Grade 4.....	\$2, 870
Grade 2.....	2, 670	Grade 5.....	2, 970
Grade 3.....	2, 770	Grade 6.....	3, 070

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the sixth grade.

[(c) The pay of substitute, temporary, or auxiliary employees in the services named in the preceding paragraph shall be on an hourly basis at the following rates:

Grade 1.....	\$1. 26½	Grade 4.....	\$1. 41½
Grade 2.....	1. 31½	Grade 5.....	1. 46½
Grade 3.....	1. 36½	Grade 6.....	1. 51½

[(d) Classified cleaners at post offices of the first and second classes paid from appropriations of the First Assistant Postmaster General shall be divided into seven grades with annual salaries, as follows:

Grade 1.....	\$2, 270	Grade 5.....	\$2, 670
Grade 2.....	2, 370	Grade 6.....	2, 770
Grade 3.....	2, 470	Grade 7.....	2, 870
Grade 4.....	2, 570		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(e) Carriers in the village delivery service, and clerks employed not less than forty hours per week in post offices of the third class, shall be divided into six grades with annual salaries, as follows: *Provided*, That clerks in post offices of the third class shall not be appointed or promoted to a salary grade in excess of \$100 less than the salary of the postmaster at the office to which assigned:

Grade 1-----	\$2, 170	Grade 4-----	\$2, 470
Grade 2-----	2, 270	Grade 5-----	2, 570
Grade 3-----	2, 370	Grade 6-----	2, 670

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the sixth grade.

[(The pay of substitute, temporary, or auxiliary employees in the services named in the preceding paragraph shall be on an hourly basis at the following rates:

Grade 1-----	\$1. 06½	Grade 4-----	\$1. 21½
Grade 2-----	1. 11½	Grade 5-----	1. 26½
Grade 3-----	1. 16½	Grade 6-----	1. 31½

Provided, That substitute, temporary, or auxiliary clerks in post offices of the third class shall not be paid in excess of \$1.26½ per hour where the salary of the postmaster is \$2,670 per annum; in excess of \$1.21½ per hour where the salary of the postmaster is \$2,570 per annum; in excess of \$1.16½ per hour where the salary of the postmaster is \$2,470 per annum; or in excess of \$1.11½ per hour where the salary of the postmaster is \$2,370 per annum.]

(e) *Clerks in post offices of the third class shall not be appointed or promoted to a salary grade in excess of \$100 less than the salary of the postmaster at the office to which assigned. Substitute, temporary, or auxiliary clerks in post offices of the third class shall not be paid in excess of \$1.38 per hour where the salary of the postmaster is \$3,019 per annum; and in excess of \$1.33 per hour where the salary of the postmaster is \$2,883 per annum.*

* * * * *

MOTOR-VEHICLE EMPLOYEES

SEC. 13. [(a) Employees in the Motor Vehicle Service shall be classified as follows: Superintendents, \$4,070, \$4,170, \$4,270, \$4,770, \$4,970, \$5,170, and \$5,370 per annum: *Provided*, That at offices where the receipts are \$20,000,000 or more the salaries shall be \$5,670; assistant superintendents, \$4,070, \$4,170, \$4,270, and \$4,370; chiefs of records and chief mechanics, \$3,670, \$3,770, \$3,870, \$4,070, \$4,170, and \$4,370; route supervisors, chiefs of supplies, chief dispatchers, and mechanics in charge, \$3,670, \$3,770, \$3,870, \$4,070, and \$4,170; special mechanics, \$3,670, \$3,770, \$3,870, and \$3,970: *Provided further*, That assistant superintendents shall not be authorized at offices where the salary of the superintendent is less than \$4,770.]

(a) *The salaries of supervisory employees in the Motor Vehicle Service shall be annual salaries based upon the number of employees supervised as follows: Provided, That, in determining the number of employees supervised, credit shall be allowed for service performed by regular employees, substitute employees other than those serving in lieu of regular employees absent from duty for any cause, and temporary employees, and for each two thousand and twenty-four hours of service performed by such employees credit shall be allowed for one employee:*

Number of employees	Superintendent	Senior assistant superintendent	Assistant superintendent	Assistant superintendent of auxiliary garages	Chief of records	Chief mechanic; chief of supplies	Chief dispatcher: route supervisors	Mechanics in charge	Dispatchers
701 and up-----	\$6, 470	\$5, 970	\$5, 170	-----	\$5, 170	\$5, 170	\$4, 970	\$4, 870	\$4, 470
401 to 700-----	6, 470	-----	5, 170	-----	5, 170	5, 170	4, 970	4, 870	4, 470
261 to 400-----	6, 170	-----	5, 170	-----	4, 870	4, 870	4, 870	4, 770	4, 470
101 to 260-----	5, 970	-----	5, 170	-----	4, 870	4, 870	4, 870	4, 770	4, 470
51 to 100-----	5, 770	-----	5, 070	\$5, 070	4, 670	4, 670	4, 670	4, 670	4, 470
31 to 50-----	5, 570	-----	4, 970	4, 97	4, 570	4, 570	4, 570	4, 470	4, 470
16 to 30-----	5, 170	-----	4, 970	4, 970	4, 470	4, 470	4, 470	4, 470	4, 470
11 to 15-----	5, 070	-----	-----	-----	4, 470	-----	-----	4, 470	4, 470
6 to 10-----	4, 870	-----	-----	-----	4, 470	-----	-----	4, 470	4, 470
1 to 5-----	-----	-----	-----	-----	4, 470	-----	-----	4, 470	4, 470

[(b) Clerks, driver-mechanics, general mechanics, and dispatchers shall be divided into eleven grades as follows:

Grade 1-----	\$2, 670	Grade 7-----	\$3, 270
Grade 2-----	2, 770	Grade 8-----	3, 370
Grade 3-----	2, 870	Grade 9-----	3, 470
Grade 4-----	2, 970	Grade 10-----	3, 570
Grade 5-----	3, 070	Grade 11-----	3, 670
Grade 6-----	3, 170		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eleventh grade.

[(c) The pay of substitute, temporary, or auxiliary special mechanics shall be at the rate of \$1.72½ per hour. The pay of substitute, temporary, or auxiliary clerks, driver-mechanics, general mechanics, and dispatchers shall be on an hourly basis at the following rates:

Grade 1-----	\$1. 31½ per hour	Grade 7-----	\$1. 61½ per hour
Grade 2-----	1. 36½ per hour	Grade 8-----	1. 66½ per hour
Grade 3-----	1. 41½ per hour	Grade 9-----	1. 71½ per hour
Grade 4-----	1. 46½ per hour	Grade 10-----	1. 76½ per hour
Grade 5-----	1. 51½ per hour	Grade 11-----	1. 81½ per hour
Grade 6-----	1. 56½ per hour		

[(d) Garagemen-drivers and mechanics' helpers shall be divided into six grades with annual salaries as follows:

Grade 1-----	\$2, 570	Grade 4-----	\$2, 870
Grade 2-----	2, 670	Grade 5-----	2, 970
Grade 3-----	2, 770	Grade 6-----	3, 070

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the sixth grade.

[(The pay of substitute, temporary, or auxiliary garagemen-drivers, and mechanics' helpers shall be on an hourly basis at the following rates:

Grade 1-----	\$1.26½ per hour	Grade 4-----	\$1.41½ per hour
Grade 2-----	1.31½ per hour	Grade 5-----	1.46½ per hour
Grade 3-----	1.36½ per hour	Grade 6-----	1.51½ per hour

* * * * *

CUSTODIAL SERVICE

SEC. 14. [(a). The annual rates of compensation of supervisory employees in the custodial service shall be as follows:

- [(Supervising superintendents of buildings, \$6,170.
- [(Superintendents of mechanical units, \$5,970.
- [(Assistant superintendents of mechanical units, \$5,170.
- [(Inspection engineers, \$5,170.
- [(Mechanical engineers, \$5,170.

[(Superintendents of buildings: chief engineers: Buildings of twenty million cubic feet and up, \$5,970; buildings of fifteen million but less than twenty million cubic feet, \$5,470; buildings of ten million but less than fifteen million cubic feet, \$5,170; buildings of six million but less than ten million cubic feet, \$4,870; buildings of three million but less than six million cubic feet, \$4,570; buildings of one million but less than three million cubic feet, \$4,270.

[(Superintending engineers: Buildings of six million but less than fifteen million cubic feet, \$5,470; buildings of three million but less than six million cubic feet, \$5,170; buildings of one million but less than three million cubic feet, \$4,570.

[(Principal elevator mechanics, \$4,570.

[(Foremen of shops: Buildings to twenty million cubic feet and up, \$4,570; buildings of less than twenty million cubic feet, \$4,170.

[(Foremen of conveyors: Buildings of less than twenty million cubic feet, \$4,170.

[(Foremen of mechanics, \$4,170.

[(Watch engineers, \$4,170.

[(Janitors with fewer than fifteen subordinates, \$3,170; with fifteen to twenty-nine subordinates, \$3,370; with thirty to fifty-nine subordinates, \$3,570; with sixty to ninety-nine subordinates, \$3,770; with one hundred or more subordinates, \$3,970.

Foremen of elevator operators with one hundred or more subordinates, \$3,670.

Captains of the guard with fewer than ten subordinates, \$3,370; with ten to nineteen subordinates, \$3,570; with twenty to thirty-nine subordinates, \$3,770; with forty or more subordinates, \$3,970.

Lieutenants of the guard with fewer than ten subordinates, \$3,370; with ten or more subordinates, \$3,570.

Foremen of laborers with fewer than fifteen subordinates, \$3,170; with fifteen to twenty-nine subordinates, \$3,370; with thirty or more subordinates, \$3,570.

Enginemen-janitors: Buildings of less than six hundred thousand cubic feet, \$3,370; buildings of over six hundred thousand cubic feet, \$3,570.

Chief clerks, \$4,070.]

(a) The salaries of supervisory employees in the Custodial Service shall be annual salaries as follows:

Cubic content of buildings	General superintendent	Assistant general superintendent	Superintendent engineer	Superintendent of building	Assistant superintendent of building	Chief engineer	Assistant chief engineer	Assistant superintendent engineer	Engineers	Inspection engineers	Mechanical engineers
2 or more buildings with—											
50,000,000 cubic feet and up.....	\$6,970	\$5,970	-----	-----	-----	-----	-----	-----	-----	\$5,970	\$5,970
15,000,000 to 49,999,999 cubic feet.....	6,970	-----	-----	-----	-----	-----	-----	-----	-----	5,970	5,970
1 or more buildings with—											
40,000,000 cubic feet and up.....	-----	-----	-----	\$6,770	\$5,770	\$6,770	\$5,670	-----	\$4,970	-----	-----
20,000,000 to 39,999,999 cubic feet.....	-----	-----	-----	6,770	5,766	6,746	5,666	-----	4,970	-----	-----
15,000,000 to 19,999,999 cubic feet.....	-----	-----	-----	6,270	5,270	6,270	5,170	-----	4,970	-----	-----
10,000,000 to 14,999,999 cubic feet.....	-----	-----	\$6,270	5,970	4,970	5,970	4,970	\$5,270	4,787	-----	-----
6,000,000 to 9,999,999 cubic feet.....	-----	-----	6,170	5,670	-----	5,670	-----	4,970	4,787	-----	-----
3,000,000 to 5,999,999 cubic feet.....	-----	-----	5,970	5,370	-----	5,370	-----	-----	4,787	-----	-----
1,000,000 to 2,999,999 cubic feet.....	-----	-----	5,370	5,070	-----	5,070	-----	-----	4,787	-----	-----
600,000 to 999,999 cubic feet.....	-----	-----	4,370	-----	-----	-----	-----	-----	-----	-----	-----
Less than 600,000 cubic feet.....	-----	-----	4,170	-----	-----	-----	-----	-----	-----	-----	-----

Number of employees supervised	Superintendent of shops	Assistant superintendent of shops	General foremen of mechanics	Foremen of mechanics	General foremen of laborers	Foremen of laborers	Foremen of elevator operators	Captain of guard	Lieutenant of guard	Chief telephone operator	Assistant chief telephone operator
151 and up.....	\$6,770	\$5,970	-----	-----	\$4,770	-----	\$4,470	\$4,670	-----	-----	-----
101 to 150.....	6,770	5,970	-----	-----	4,570	-----	4,470	4,570	-----	-----	-----
61 to 100.....	6,570	5,875	-----	-----	4,352	\$4,134	4,352	4,570	-----	-----	-----
41 to 60.....	6,370	5,658	\$5,222	-----	4,134	4,134	4,352	4,570	-----	-----	-----
31 to 40.....	-----	-----	5,222	\$4,787	4,134	4,134	4,352	4,552	\$4,134	\$4,270	\$3,917
21 to 30.....	-----	-----	5,222	4,787	-----	3,917	-----	4,352	4,134	4,270	3,917
11 to 20.....	-----	-----	5,222	4,787	-----	3,917	-----	4,134	4,134	4,270	3,917
1 to 10.....	-----	-----	5,222	4,787	-----	3,699	-----	3,917	3,917	4,270	3,917

	Foremen	Clerks in charge
151 and up.....	-----	-----
101 to 150.....	-----	-----
61 to 100.....	\$4,787	\$4,570
41 to 60.....	4,787	4,570
31 to 40.....	4,787	4,570
21 to 30.....	4,787	4,570
11 to 20.....	4,787	4,570
1 to 10.....	4,787	4,570

(b) [Clerks of the custodial service shall be divided into eleven grades, as follows:

Grade 1-----	\$2, 670	Grade 7-----	\$3, 270
Grade 2-----	2, 770	Grade 8-----	3, 370
Grade 3-----	2, 870	Grade 9-----	3, 470
Grade 4-----	2, 970	Grade 10-----	3, 570
Grade 5-----	3, 070	Grade 11-----	3, 670
Grade 6-----	3, 170		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eleventh grade.]

[(c) Elevator mechanics in the custodial service shall be divided into eight grades as follows:

Grade 1-----	3, 270	Grade 5-----	\$3, 670
Grade 2-----	3, 370	Grade 6-----	3, 770
Grade 3-----	3, 470	Grade 7-----	3, 870
Grade 4-----	3, 570	Grade 8-----	3, 970

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eighth grade.]

[(d) Mechanics in the custodial service shall be divided into eight grades as follows:

Grade 1-----	\$3, 070	Grade 5-----	\$3, 470
Grade 2-----	3, 170	Grade 6-----	3, 570
Grade 3-----	3, 270	Grade 7-----	3, 670
Grade 4-----	3, 370	Grade 8-----	3, 770

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eighth grade.]

[(e) Assistant enginemen, assistant mechanics, and elevator mechanic-helpers and chief telephone operators shall be divided into 7 grades as follows:

Grade 1-----	\$2, 870	Grade 5-----	\$3, 270
Grade 2-----	2, 970	Grade 6-----	3, 370
Grade 3-----	3, 070	Grade 7-----	3, 470
Grade 4-----	3, 170		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(f) General mechanics, assistant chief telephone operators, and elevator starters in the custodial service shall be divided into seven grades as follows:

Grade 1-----	\$2, 670	Grade 5-----	\$3, 070
Grade 2-----	2, 770	Grade 6-----	3, 170
Grade 3-----	2, 870	Grade 7-----	3, 270
Grade 4-----	2, 970		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(g) Telephone operators, firemen, gardeners, guards, skilled helpers, and marble polishers of the custodial service shall be divided into seven grades, as follows:

Grade 1-----	\$2, 570	Grade 5-----	\$2, 970
Grade 2-----	2, 670	Grade 6-----	3, 070
Grade 3-----	2, 770	Grade 7-----	3, 170
Grade 4-----	2, 870		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(h) Firemen-laborers, oilers, window cleaners, elevator operators, and messengers in the custodial service shall be divided into seven grades as follows:

Grade 1.....	\$2, 370	Grade 5.....	\$2, 770
Grade 2.....	2, 470	Grade 6.....	2, 870
Grade 3.....	2, 570	Grade 7.....	2, 970
Grade 4.....	2, 670		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(i) Laborers, matrons, head charmen, and head charwomen in the custodial service shall be divided into seven grades with annual salaries as follows:

Grade 1.....	\$2, 270	Grade 5.....	\$2, 670
Grade 2.....	2, 370	Grade 6.....	2, 770
Grade 3.....	2, 470	Grade 7.....	2, 870
Grade 4.....	2, 570		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

[(j) Charmen and charwomen working part time shall be divided into four grades with hourly rates of compensation as follows:

Grade 1.....	\$1.12½ per hour	Grade 3.....	\$1.22½ per hour
Grade 2.....	1.17½ per hour	Grade 4.....	1.27½ per hour

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the fourth grade.

[(k) Examiners of equipment and supplies in the custodial service shall be divided into ten grades with annual salaries, as follows:

Grade 1.....	\$4, 470	Grade 6.....	\$4, 970
Grade 2.....	4, 570	Grade 7.....	5, 070
Grade 3.....	4, 670	Grade 8.....	5, 170
Grade 4.....	4, 770	Grade 9.....	5, 270
Grade 5.....	4, 870	Grade 10.....	5, 470

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the tenth grade.]

* * * * *

POST-OFFICE INSPECTORS AND CLERKS IN THE INSPECTION SERVICE

SEC. 15. [(a) The annual salaries of inspectors in charge, assistant inspectors in charge, and supervisory employees at division headquarters of the Inspection Service shall be as follows:

- [(Post-office inspectors in charge, \$7,670,
- [(Assistant post-office inspectors in charge, \$6,970,
- [(Chief Clerks, \$4,970,
- [(Assistant chief clerks, \$4,470,
- [(Chiefs of sections, \$4,370,]

(a) The annual salaries of inspectors in charge, assistant inspectors in charge, and supervisory employees at division headquarters of the Inspection Service shall be as follows:

Title	Per annum rates
Post office inspector in charge.....	\$8, 470
Assistant post office inspector in charge.....	7, 770
Superintendent.....	5, 770
Assistant superintendent.....	5, 270
Chiefs of section.....	5, 170

(b) [Post-office inspectors shall be divided into ten grades with annual salaries as follows:

Grade 1.....	\$4, 170	Grade 6.....	\$5, 170
Grade 2.....	4, 370	Grade 7.....	5, 570
Grade 3.....	4, 570	Grade 8.....	5, 970
Grade 4.....	4, 770	Grade 9.....	6, 470
Grade 5.....	5, 070	Grade 10.....	6, 970

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade until they reach grade 8:]

(b) *Post-office inspectors shall be divided into ten grades with annual salaries as follows:*

Grade 1.....	\$4, 970	Grade 6.....	\$5, 970
Grade 2.....	5, 170	Grade 7.....	6, 370
Grade 3.....	5, 370	Grade 8.....	6, 770
Grade 4.....	5, 570	Grade 9.....	7, 270
Grade 5.....	5, 770	Grade 10.....	7, 770

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade until they reach grade 8: *Provided*, That promotion of not more than 25 per centum of the authorized quota of inspectors may be made to grades 9 and 10. The Postmaster General shall assign difficult or complex work to be performed by inspectors in grades 9 and 10 and shall select the inspectors to be assigned to these grades under such rules and regulations as he shall prescribe: *Provided further*, That inspectors will not be selected for promotion to grades 9 and 10 until they have completed at least one year's faithful and meritorious service in the next lower grade.

(c) The clerical force of the Post Office Inspection Service shall be classified as clerks and principal review clerks.

[(d) Clerks at division headquarters and other posts of duty of post-office inspectors shall be divided into nine grades with annual salaries as follows:

Grade 1.....	\$2, 870	Grade 6.....	\$3, 370
Grade 2.....	2, 970	Grade 7.....	3, 470
Grade 3.....	3, 070	Grade 8.....	3, 570
Grade 4.....	3, 170	Grade 9.....	3, 670
Grade 5.....	3, 270		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach grade 9.

[(e) Principal review clerks at division headquarters of post-office inspectors shall be divided into four grades with annual salaries as follows:

Grade 1.....	\$3, 670	Grade 3.....	\$3, 870
Grade 2.....	3, 770	Grade 4.....	3, 970

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the fourth grade.]

(f) Whenever in the discretion of the Postmaster General the needs of the service require such action, he is authorized to transfer clerks, or carriers in the City Delivery Service to the position of clerk at division headquarters and other posts of duty of post-office inspectors at a salary not to exceed [\$3,270] \$3,558 when the salary of the employee being transferred is less than [\$3,270] \$3,558, and when the salary of the employee being transferred is equal to or greater than [\$3,270] \$3,558, such employee may be transferred at not less than the salary received in the position from which transferred. After such transfer is made effective, employees so transferred shall be eligible for promotion to the grades of salary provided herein for clerks at division headquarters and other posts of duty of post-office inspectors.

RAILWAY MAIL SERVICE AND AIR MAIL SERVICE

SEC. 16. [(a) The annual salaries of officers in the Railway Mail Service and the Air Mail Service shall be as follows: Division superintendents, \$7,670; assistant division superintendents, \$6,670; assistant superintendents at large, \$6,470; chief clerks, \$5,970; assistant chief clerks, \$5,170; chiefs of sections in offices of division superintendents, Railway Mail Service, \$5,170; regional superintendents, Air Mail Service, \$5,970; and assistant regional superintendents, Air Mail Service,

\$5,170.] (a) *The annual salaries of officers and supervisory employees in the Postal Transportation Service shall be as follows:*

Organizations	General superin- tendent	Assistant general superin- tendent	Assistant general superin- tendents at large	Superin- tendents at large	Admin- istrative assist- ants	District superin- tendent	Assistant district superin- tendents
<i>Divisions</i>	8,470	7,470	7,270	6,770	5,970	-----	-----
<i>Districts</i>	-----	-----	-----	-----	-----	6,770	5,970
	Exam- iner	Assistant examiner	General foremen	General foremen	General foremen	Foremen	Clerks in charge
<i>Division offices</i>	4,896	4,787	5,270	5,114	4,896	4,787	4,570
<i>District offices</i>	4,896	4,787	5,270	5,114	4,896	4,787	4,570
<i>Railway post offices and highway post offices:</i>							
<i>Class B:</i>							
<i>Runs in which more than 60 feet of distrib- uting space is author- ized over entire length of the run in either direction not less than 5 days per week</i>			5,270	5,114	-----	4,787	-----
<i>Runs with 60 feet or less of distributing space</i>			-----	-----	4,896	4,787	-----
<i>Class A</i>							4,570
	Number of employ- ees in organization						
<i>Transfer offices</i>	61 and up		5,270	5,114	4,896	4,787	4,570
	31 to 60		-----	5,114	4,896	4,787	4,570
	11 to 30		-----	-----	4,896	4,787	4,570
	1 to 10		-----	-----	-----	4,787	4,570
<i>Air mail fields</i>	101 and up		5,270	5,114	4,896	4,787	4,570
	31 to 100		-----	5,114	4,896	4,787	4,570
	1 to 30		-----	-----	4,896	4,787	4,570
<i>Terminals</i>	251 and up		5,270	5,114	4,896	4,787	4,570
	101 to 250		-----	5,114	4,896	4,787	4,570
	31 to 100		-----	-----	4,896	4,787	4,570
	1 to 30		-----	-----	-----	4,787	4,570

[(b) Railway postal clerks, and clerks assigned to offices of regional superintendents of Air Mail Service, shall be divided into seventeen grades with annual salaries as follows:

Grade 1.....	\$2,870	Grade 10.....	\$3,770
Grade 2.....	2,970	Grade 11.....	3,870
Grade 3.....	3,070	Grade 12.....	3,970
Grade 4.....	3,170	Grade 13.....	4,070
Grade 5.....	3,270	Grade 14.....	4,170
Grade 6.....	3,370	Grade 15.....	4,270
Grade 7.....	3,470	Grade 16.....	4,370
Grade 8.....	3,570	Grade 17.....	4,470]
Grade 9.....	3,670		

(c) Railway post-office lines shall be divided into two classes, class A and class B. Clerks assigned to class A lines shall be promoted successively to grade [9] 7, and clerks assigned to class B lines shall be promoted successively to grade [11] 9. [Clerks in charge of class A lines shall be of grade 14. Clerks in charge of class B lines shall be of grade 16: *Provided*, That in trains in which more than sixty feet of distributing car space is authorized in either direction over the entire length of the run not less than five days per week in either direction, the clerk in charge may be of grade 17 and in such trains there may be a second clerk in charge, who may be of grade 16.] The provisions of this paragraph shall apply to the employees assigned to highway post-office service. Lines in class A existing on the effective date of this Act shall be continued in class A and lines in class B existing on that date shall be continued in class B.

[(d) Clerks assigned to terminal railway post offices and air mail field railway post offices shall be promoted successively to grade 9. Clerks in charge of ter-

minal railway post offices and air mail field railway post offices with less than twenty employees shall be of grade 14, and the clerks in charge of tours shall be of grade 13. Clerks in charge of terminal railway post offices and air mail field railway post offices with twenty to seventy-four employees shall be of grade 16, and clerks in charge of tours shall be of grade 15, and clerks in charge of crews within tours shall be of grade 14. Clerks in charge of terminal railway post offices and air mail field railway post offices with seventy-five or more employees shall be of grade 17, the clerks in charge of tours shall be of grade 16; and the clerks in charge of crews within tours shall be of grade 15: *Provided*, That in terminal railway post offices and air mail field railway post offices having twenty or more employees there shall be appointed for each clerk in charge, including clerks in charge of tours and crews, a clerk of one grade lower than the lowest grade clerk in charge in each organization and such clerks shall act as clerks in charge during the absences of the clerk in charge for whom designated: *Provided further*, That in terminal railway post offices and air mail field railway post offices with fewer than twenty employees a relief clerk in charge may be appointed in grade 13 to be the clerk in charge during absences of the clerks in charge.】

(d) Clerks assigned to terminal railway post offices and air mail field railway post offices shall be promoted successively to grade 7. In terminal railway post offices and air mail field railway post offices having twenty or more employees, there shall be appointed for each general foreman, foreman, and clerk in charge a clerk whose basic annual salary shall be \$100 per annum less than the lowest grade foreman or clerk in charge in each organization and such clerks shall act as general foreman, foreman, or clerk in charge during the absences of the employee for whom designated.

【(e) Clerks assigned to transfer offices shall be promoted successively to grade 11. Clerks in charge of transfer offices with one to four employees and of tours in such transfer offices shall be of grade 15. Clerks in charge of transfer offices with five to nineteen employees shall be of grade 16 and clerks in charge of tours shall be of grade 15. Clerks in charge of transfer offices with twenty or more employees shall be of grade 17 and the clerks in charge of tours shall be of grade 16: *Provided*, That in transfer offices having twenty or more employees there shall be appointed for each clerk in charge, including clerks in charge of tours, a clerk of one grade lower than the lowest grade clerk in charge of each organization and such clerks shall act as clerks in charge during the absences of the clerk in charge for whom designated: *Provided further*, That in transfer offices with nineteen or fewer employees and having two or more clerks in charge regularly assigned a relief clerk in charge may be appointed in grade 15.】

(e) Clerks assigned to transfer offices shall be promoted successively to grade 9. In transfer offices having twenty or more employees, there shall be appointed for each general foreman, foreman, and clerk in charge a clerk whose basic annual salary shall be \$100 per annum less than the lowest grade foreman or clerk in charge in each organization and such clerks shall act as general foreman, foreman, or clerk in charge during the absences of the employee for whom designated.

(f) In determining the number of employees in terminal railway post offices, transfer offices, and air mail field railway post offices, credit shall be allowed for service performed by regular employees, substitute employees other than those serving in lieu of regular employees absent for any cause, and temporary employees assigned to such offices, and for each two thousand and twenty-four hours of service performed by such employee the office shall be allowed credit for one employee.

(g) Clerks assigned to offices of division superintendents, regional superintendents Air Mail Service, and in chief clerks' offices shall be promoted successively to grade 【9】 7. 【Assistant chiefs of sections in offices of division superintendents and clerks in charge of units in offices of regional superintendents of Air Mail Service, and in offices of chief clerks, shall be of grade 16 or 17:】 *Provided*, That all clerks in charge and these clerks designated to act as clerks in charge during absences of clerks in charge, in offices of division superintendents, regional superintendents Air Mail Service, chief clerks, class A runs, terminal railway post offices, and air-mail field railway post offices, shall be required to progress through the automatic grades to and including grade 【9】 7 before being eligible to receive the salary provided herein for the various grades of clerks in charge and clerks who will act as clerks in charge: *Provided further*, That clerks in charge and clerks designated to act as clerks in charge during absences of clerks in charge in transfer offices and clerks in charge assigned to class B runs shall be required to progress through the automatic grades to and including grade 【11】 9 before being eligible to receive the salary provided herein for the various grades of clerks in charge and clerks who will act as clerks in charge.

[(h) Examiners shall be of grade 16 and assistant examiners shall be of grade 15 whether assigned to the offices of division superintendent or chief clerks: *Provided*, That examiners to be eligible to receive the salary provided herein shall first progress through the automatic grades to and including grade 9.]

(h) *Examiners to be eligible to receive the salary provided in this Act shall first progress through the automatic grades to and including grade 7.*

(i) In filling positions below that of clerks in charge, no clerk shall be advanced more than one grade in a period of a year.

(j) Operators of highway post-office vehicles shall be entitled to the same rights and benefits that accrue to railway postal clerks assigned to road duty, except no allowance shall be given these employees for service required on lay-off periods as provided herein for railway postal clerks assigned to road duty: *Provided*, That such operator shall be promoted successively to grade [9] 7.

(k) Substitute railway postal clerks shall be paid, for actual services performed when on other than road duty, and shall be paid for road services performed according to the time value of the trip of such road service including a proper allowance for all services required on lay-off periods, as provided herein for regular employees assigned to road duty, [on an hourly basis at the following rates:

Grade 1-----	\$1.41½ per hour	Grade 6-----	\$1.66½ per hour
Grade 2-----	1.46½ per hour	Grade 7-----	1.71½ per hour
Grade 3-----	1.51½ per hour	Grade 8-----	1.76½ per hour
Grade 4-----	1.56½ per hour	Grade 9-----	1.81½ per hour
Grade 5-----	1.61½ per hour		

and shall be promoted successively to grade 9 following one year's satisfactory service in the next lower grade] *on an hourly basis at the rates prescribed in section 11A.*

(l) Substitute railway postal clerks, when appointed regular clerks, shall be appointed in the salary grade corresponding to their salary grade as a substitute. Any fractional part of a year's service accumulated after the last promotion as a substitute shall be included with his service as a regular clerk in determining eligibility for promotion to the next higher grade following appointment to a regular position.

(m) Substitute railway postal clerks shall be credited with full time while traveling under orders of the Department to and from their designated headquarters to take up assignments, together with actual and necessary travel expenses, not to exceed \$6 per day, while on duty away from such headquarters. When a substitute railway postal clerk performs service in a railway post office or highway post office starting from his official headquarters, he shall be allowed travel expenses under the law applying to clerks regularly assigned to the run.

[(n) Mail handlers in the Railway Mail Service shall be divided into six grades, with annual salaries as follows:

Grade 1-----	\$2, 570	Grade 4-----	\$2, 870
Grade 2-----	2, 670	Grade 5-----	2, 970
Grade 3-----	2, 770	Grade 6-----	3, 070

and shall be promoted successively to grade 6 following one year's satisfactory service in the next lower grade.]

(o) [Substitute mail handlers in the Railway Mail Service shall be paid hourly rates as follows:

Grade 1-----	\$1.26½ per hour	Grade 4-----	\$1.41½ per hour
Grade 2-----	1.31½ per hour	Grade 5-----	1.46½ per hour
Grade 3-----	1.36½ per hour	Grade 6-----	1.51½ per hour

and shall be promoted successively to grade 6 following one year's satisfactory service in the next lower grade:] *Provided*, That when a substitute mail handler is appointed to a regular position, such employee shall be assigned to a salary grade corresponding to the salary grade as a substitute and any fractional part of a year's service accumulated since the last promotion shall be included with the service as a regular employee in determining eligibility for promotion to the next higher grade following appointment to a regular position.

[(s) Promotions to automatic grades shall be made at the beginning of the quarter following one year's satisfactory service in the next lower grade.]

RURAL DELIVERY SERVICE

SEC. 17. [(a) Carriers in the Rural Delivery Service shall be divided into eleven grades, with salaries based in part on specified rates per mile per annum and in part on fixed compensation per annum, as follows:

For routes thirty miles or less in length served six days a week:

Rates per mile:	Fixed compensation
Grade 1, \$54.....	\$970
Grade 2, \$56.....	994
Grade 3, \$58.....	1,018
Grade 4, \$60.....	1,042
Grade 5, \$62.....	1,066
Grade 6, \$64.....	1,090
Grade 7, \$66.....	1,114
Grade 8, \$68.....	1,138
Grade 9, \$70.....	1,162
Grade 10, \$72.....	1,186
Grade 11, \$74.....	1,210

and carriers shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eleventh grade.]

(a) Carriers in the Rural Delivery Service shall be divided into grades, with salaries based in part on specified rates per mile per annum and in part on fixed compensation per annum, as provided in section 11A.

* * * * *

(d) The Postmaster General may, in his discretion, allow and pay such additional compensation as he may determine to be fair and reasonable in each individual case to rural carriers serving heavily patronized routes not exceeding forty-five miles in length: *Provided*, That the total annual compensation of a rural carrier serving a heavily patronized route of not exceeding forty-five miles in length shall not exceed [\$3,970], \$4,293, exclusive of maintenance allowance: *Provided further*, That a rural carrier below the maximum grade provided herein shall not be granted an additional allowance for serving a heavily patronized route in an amount that would exceed [\$3,970] \$4,293, when added to the salary he would receive in the maximum grade.

* * * * *

MAIL EQUIPMENT SHOPS

SEC. 18. [(a) The salary of employees in the Mail Equipment Shops shall be as follows:

[Superintendent, \$6,670; assistant superintendent, \$5,170; general foremen, \$4,570; foremen of the clerical-mechanical service, \$3,570 and \$3,770; cost accounting and purchasing clerks, \$4,070, \$4,270, and \$4,470; engineers in charge, \$4,070; draftsmen, \$4,070, \$4,270, and \$4,470; assistant foremen, \$3,370.]

(a) The annual salaries of supervisory employees in the Mail Equipment Shops shall be as follows:

Title	Per annum rates
Superintendent.....	\$7,470
Senior assistant superintendent.....	6,470
Assistant superintendent.....	5,570
General foremen.....	5,370
Engineers in charge.....	4,870
Foremen of mechanics.....	4,570
Foremen of repair.....	4,370
Assistant foremen.....	4,170

[(b) Clerks, nurses, and painters shall be divided into eleven grades with annual salaries as follows:

Grade 1.....	\$2,670	Grade 7.....	\$3,270
Grade 2.....	2,770	Grade 8.....	3,370
Grade 3.....	2,870	Grade 9.....	3,470
Grade 4.....	2,970	Grade 10.....	3,540
Grade 5.....	3,070	Grade 11.....	3,670
Grade 6.....	3,170		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the eleventh grade.】

【(c) Pressmen, lock makers, mail-bag repairers, inspectors, mechanics, and postmarking stamp makers shall be divided into seven grades, with annual salaries as follows:

Grade 1.....	\$2, 770	Grade 5.....	\$3, 170
Grade 2.....	2, 870	Grade 6.....	3, 270
Grade 3.....	2, 970	Grade 7.....	3, 370
Grade 4.....	3, 070		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.

【(d) Firemen, firemen-guards, skilled laborers, and sewers shall be divided into six grades, with annual salaries as follows:

Grade 1.....	\$2, 570	Grade 4.....	\$2, 870
Grade 2.....	2, 670	Grade 5.....	2, 970
Grade 3.....	2, 770	Grade 6.....	3, 070

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the sixth grade.

【(e) Junior mechanics, laborers, and messengers shall be divided into seven grades with annual salaries as follows:

Grade 1.....	\$2, 270	Grade 5.....	\$2, 670
Grade 2.....	2, 370	Grade 6.....	2, 770
Grade 3.....	2, 470	Grade 7.....	2, 870
Grade 4.....	2, 570		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.】

* * * * *

DIVISION OF EQUIPMENT AND SUPPLIES

SEC. 19. 【(a) Traveling mechanics shall be divided into nine grades, with annual salaries as follows:

Grade 1.....	\$3, 970	Grade 6.....	\$4, 470
Grade 2.....	4, 070	Grade 7.....	4, 570
Grade 3.....	4, 170	Grade 8.....	4, 670
Grade 4.....	4, 270	Grade 9.....	4, 770
Grade 5.....	4, 370		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the ninth grade.】

【(b) Storekeepers shall be paid annual salaries of \$4,170, and foremen shall be paid annual salaries of \$3,670.】

(b) *Storekeepers shall be paid annual salaries of \$4,896 and foremen shall be paid annual salaries of \$4,352.*

【(c) Requisition fillers and packers shall be divided into seven grades, with annual salaries as follows:

Grade 1.....	\$2, 770	Grade 5.....	\$3, 170
Grade 2.....	2, 870	Grade 6.....	3, 270
Grade 3.....	2, 970	Grade 7.....	3, 370
Grade 4.....	3, 070		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.

【(d) Laborers shall be divided into seven grades with annual salaries as follows:

Grade 1.....	\$2, 270	Grade 5.....	\$2, 670
Grade 2.....	2, 370	Grade 6.....	2, 770
Grade 3.....	2, 470	Grade 7.....	2, 870
Grade 4.....	2, 570		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the seventh grade.]

* * * * *

SPECIAL-DELIVERY MESSENGERS

SEC. 22. [(a) Where special-delivery messengers are employed on a full-time basis in offices of the first class, they shall be divided into nine grades, with annual salaries as follows:

Grade 1-----	\$2, 570	Grade 6-----	\$3, 070
Grade 2-----	2, 670	Grade 7-----	3, 170
Grade 3-----	2, 770	Grade 8-----	3, 270
Grade 4-----	2, 870	Grade 9-----	3, 370
Grade 5-----	2, 970		

and shall be promoted successively at the beginning of the quarter following one year's satisfactory service in each grade to the next higher grade until they reach the ninth grade.

[(b) The pay of substitute, temporary, or auxiliary special-delivery messengers in offices of the first class shall be on an hourly basis at the following rates:

Grade 1-----	\$1. 26½	Grade 6-----	\$1. 51½
Grade 2-----	1. 31½	Grade 7-----	1. 56½
Grade 3-----	1. 36½	Grade 8-----	1. 61½
Grade 4-----	1. 41½	Grade 9-----	1. 66½
Grade 5-----	1. 46½		

and shall be promoted to the next higher grade at the beginning of the quarter following two thousand and twenty-four hours' satisfactory service in a pay status.]

* * * * *

SECTION 1 OF THE ACT OF FEBRUARY 28, 1925

SECTION 1. * * * [Provided, That when the gross postal receipts of a post office of the third class for each of two consecutive calendar years are less than \$1,500, or when in any calendar year the gross postal receipts are less than \$1,400, it shall be relegated to the fourth class:] * * *

[PUBLIC LAW 386—79TH CONGRESS]

[AN ACT]

[To provide additional compensation for postmasters and employees of the postal service.

[Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That all postmasters, officers, and employees in the postal service whose rates of compensation are prescribed by the Act entitled "An Act to reclassify the salaries of postmasters, officers, and employees of the postal service; to establish uniform procedures for computing compensation; and for other purposes", approved July 6, 1945, shall receive additional compensation at the rate of \$400 per annum: *Provided*, That employees paid on an hourly or part-time basis shall receive additional compensation at the rate of 20 cents per hour: *Provided further*, That postmasters at post offices of the fourth class shall receive additional compensation at the rate of a sum per annum equal to 20 per centum of their basic annual compensation.

[SEC. 2. The provisions of this Act shall not apply to skilled-trades employees of the mail-equipment shops, job cleaners in first- and second-class post offices, and employees who are paid on a fee or contract basis.

[SEC. 3. There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act.

[SEC. 4. This Act shall take effect on January 1, 1946.]

[PUBLIC LAW 674—80TH CONGRESS]

AN ACT

To credit certain service performed by employees of the postal service who are transferred from one position to another within the service for purposes of determining eligibility for promotion.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That any employee of the postal service who is in a position for which salary grades are provided in the Act entitled "An Act to reclassify the salaries of postmasters, officers, and employees of the Postal Service to establish uniform procedures for computing compensation; and for other purposes", approved July 6, 1945, and who transfers or is transferred from such position to any other position in the postal service for which salary grades are provided by such Act, shall, for purposes of establishing eligibility for promotion in the position to which he transfers or is transferred, (1) in the case of an employee in a position for which automatic promotions are provided, be credited with all satisfactory service since his last automatic promotion and (2) in the case of an employee in a position for which automatic promotions are not provided, be credited with all satisfactory service [, not exceeding one year of such service,] performed in such position.

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[TITLE I OF PUBLIC LAW 900—80TH CONGRESS]

AN ACT

To provide for permanent postal rates and to provide pay increases for Government employees.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act shall be cited as the "Postal Rate Revision and Federal Employees Salary Act of 1948".

TITLE I—ADDITIONAL COMPENSATION FOR POSTMASTERS AND EMPLOYEES IN THE FIELD SERVICE OF THE POST OFFICE DEPARTMENT

[SEC. 101. All postmasters, officers, and employees in the postal service whose rates of compensation are prescribed by the Act entitled "An Act to reclassify the salaries of postmasters, officers, and employees of the Postal Service; to establish uniform procedures for computing compensation; and for other purposes", approved July 6, 1945, as amended, shall receive additional compensation at the rate of \$450 per annum: *Provided*, That employees paid on an hourly or part-time basis shall receive additional compensation at the rate of 25 cents per hour: *Provided further*, That postmasters at post offices of the fourth class shall receive additional compensation at the rate of a sum per annum equal to 25 per centum of their basic annual compensation.]

* * * * *

[PUBLIC LAW 428—81ST CONGRESS]

AN ACT

To provide additional compensation and other benefits for postmasters, officers and employees in the postal field service.

* * * * *

SEC. 2. [(a) Each employee in the postal field service on the day before the day on which this Act takes effect, whose original appointment to a regular position was to a grade lower than grade 3 under such Act of July 6, 1945, as amended, and who has not progressed to grade 3, shall, as of the effective date of this Act, be placed in grade 3.

[(b) Each person whose original appointment to a regular position in the postal field service is made on or after the effective date of this Act shall be placed in grade 3 at the time of such appointment.

[(c) Each substitute or temporary employee in the postal field service on the day before the day on which this Act takes effect, whose original appointment was

to a grade lower than grade 3 under such Act of July 6, 1945, as amended, and who has not progressed to grade 3, shall be placed in grade 3 as of the effective date of this Act or as of the date he shall have been on the roll for an aggregate period of one year, whichever date is the later.

[(d) Each person whose appointment to a substitute or temporary position in the postal field service is made on or after the effective date of this Act shall be placed in grade 3 as of the date of his appointment or as of the date he shall have been on the roll for an aggregate period of one year, whichever date is the later.]

[SEC. 3. (a) All postmasters, officers, and employees in the postal field service whose rates of compensation are prescribed by such Act of July 6, 1945, as amended, shall receive additional compensation at the rate of \$120 per annum: *Provided*, That employees paid on an hourly or part-time basis shall receive additional compensation at the rate of 2½ cents per hour: *Provided further*, That postmasters at post offices of the fourth class shall receive additional compensation at the rate of a sum per annum equal to 5 per centum of their basic annual compensation.]

[(b) Subsection (a) shall not apply to skilled-trades employees of the mail-equipment shops, job cleaners in first- and second-class post offices, and employees who are paid on a fee or contract basis.]

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[PUBLIC LAW 500—81ST CONGRESS]

[CHAPTER 153—2D SESSION]

[H. R. 6553]

AN ACT To provide uniform longevity promotional grades for the postal field service

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That (a) in the case of postmasters and employees in the postal field service (except employees, other than charmen and charwomen, paid on an hourly basis and substitute and temporary rural carriers) for whom single salary or annual automatic salary grades are provided in the Act of July 6, 1945, as amended (Public Law 134, Seventy-ninth Congress), there are hereby established longevity grades A, B, and C. The rate of basic compensation of each such postmaster and employee (except postmasters at post offices of the fourth class, and charmen and charwomen paid on an hourly basis) shall be increased by \$100 per annum for each promotion to a longevity grade. The rate of basic compensation of each such postmaster at a post office of the fourth class shall be increased by 5 per centum per annum or \$100 per annum, whichever is the lesser, for each promotion to a longevity grade. The rate of basic compensation of each such charman and charwoman shall be increased by five cents per hour for each promotion to a longevity grade.

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